

COMMENTARY

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CAUT ACPPU BULLETIN

Canada's Voice for Academics
La voix des universitaires du Canada

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L'ACPPU enquête sur l'interdiction de recherche à Kwantlen

Le criminologue Russel Ogden s'est vu enjoindre par la direction de l'Université polytechnique Kwantlen, établie à Surrey en Colombie-Britannique, de mettre un terme à sa recherche sur le suicide et les pratiques d'aide à la mort, malgré le fait que son projet ait reçu l'approbation du comité d'éthique de la recherche de l'université.

En décembre 2006, la direction de Kwantlen a interdit au professeur Ogden, dans une directive qu'elle a étayée de deux avis juridiques plusieurs mots tard, de « pratiquer toute activité illégale, y compris de participer à un acte d'aide à la mort ».

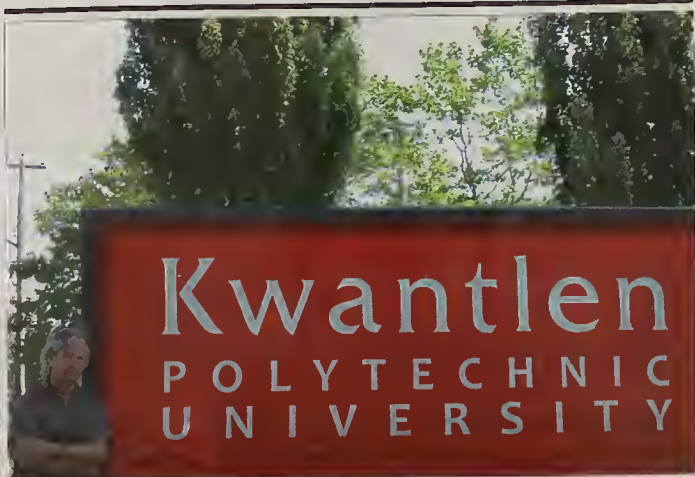
M. Ogden s'est alors plaint auprès de l'association du personnel académique de Kwantlen, qui a de son côté sollicité l'intervention de l'ACPPU après avoir épuisé tous les recours internes. Ne parvenant pas à résoudre le problème de façon informelle, l'ACPPU a nommé, en juin 2008, un comité spécial d'enquête sur ce dossier.

Le comité a été chargé d'examiner les circonstances dans lesquelles M. Ogden s'est vu interdire de poursuivre son projet de recherche qui avait été approuvé par le comité d'éthique en juillet 2005, de déterminer si les mesures prises par la direction de Kwantlen constituent une violation de la liberté académique du professeur Ogden, et aussi d'examiner la question plus générale du rapport qui existe entre la liberté académique et la loi.

Le comité est formé de Kevin Haggerty, professeur agrégé de sociologie et de criminologie à l'Université de l'Alberta, de John McLaren, professeur émérite de droit à l'Université de Victoria, et de Lorraine Weir, professeure d'anglais à l'Université de la Colombie-Britannique et membre du Comité de la liberté académique et de la permanence de l'emploi de l'ACPPU.

Ce n'est pas la première fois que les travaux du professeur Ogden sur le suicide suscitent l'hostilité de dirigeants universitaires craignant que leurs établissements ne s'attirent des difficultés.

Voir L'ACPPU ENQUÊTE à la page A8 ➔



Researcher Russel Ogden was told in 2006 by Kwantlen officials not to attend at an assisted suicide.

CAUT Reviewing Kwantlen's 'Stop Research' Directive

CRIMINOLOGIST Russel Ogden has been told by the administration at Kwantlen Polytechnic University in Surrey, B.C., that he must stop his research on suicide and assisted suicide, despite the fact that his research has been approved by the university's Research Ethics Board.

In December 2006, Kwantlen directed Ogden not to engage "in any illegal activity, including attending at an assisted death," backing this directive up months later with two legal opinions.

Ogden complained to Kwantlen's faculty association, who in turn approached CAUT after internal remedies failed. Intervention by CAUT to resolve the issue informally also failed. In June 2008, CAUT appointed an ad hoc investigatory committee to review the situation.

The committee has been asked to examine the circumstances of the prohibition on Ogden's research that was approved by Kwantlen's Research Ethics Board in July 2005, and to determine whether the actions of Kwantlen officials constitute a violation of Ogden's academic freedom.

The committee has also been asked to consider the broader issue of the relationship between academic freedom and the law.

Members of the committee are Kevin Haggerty, an associate professor of criminology and sociol-

ogy at the University of Alberta, John McLaren, University of Victoria professor emeritus of law and Lorraine Weir, a professor of English at the University of British Columbia and a member of CAUT's Academic Freedom and Tenure Committee.

This is not the first time Ogden's suicide research has met opposition from academic administrators who fear their institutions could wind up in trouble.

Five years ago Ogden was awarded more than \$140,000 in damages after it was determined that Exeter University in the U.K. had reneged on its agreement to protect the identities of his study participants.

Ogden's latest difficulties coincided with a major debate about assisted suicide in neighbouring Washington state. Former Democratic governor Booth Gardner, who has Parkinson's disease, has led a campaign for a November ballot initiative on physician-assisted suicide. ■

Related Articles: CAUT Bulletin June 1998 "When Research Ethics & the Law Conflict," October 1998 "Consultation Underway at Simon Fraser Following Coroner's Inquest," November 1998 "Charting the Way for Research Ethics," and November 2003 "Exeter Pays Canadian Prof \$140K Damages."

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NEWS ACTUALITÉS

New Brunswick

CAUT Urges Opposition to Gov't Plan

THE New Brunswick Government is trying a second time to introduce major changes to its postsecondary education system.

Premier Shawn Graham unveiled a new action plan in the summer, based on a report released several weeks earlier by the working group on postsecondary education — composed of four of the province's university presidents and three community college principals.

The new plan follows the premier's abandonment last year of the postsecondary education commission report that met with fierce, province-wide opposition led by the Federation of New Brunswick Faculty Associations and the faculty association at the University of New Brunswick.

CAUT executive director James Turk said the government is still getting it wrong.

"The action plan fails to understand that underfunding is the most serious problem facing colleges and universities in New Brunswick," Turk told an assembly at UNB Saint John last month. "Since 1993-1994, provincial funding for colleges and universities in New Brunswick, on a full-time equivalent student basis, has fallen 17.8 per cent and currently is second lowest among the provinces despite increases over the past few years."

The provincial government's plan to transform postsecondary education proposes an additional \$90 million over five years to implement the major recommendations. These include having community colleges offer first and second year university courses, increasing the number of graduate students by 40 per cent, adding 11,000 new spaces in the community colleges over the next

five years, and increasing apprenticeship spaces by 70 per cent.

"In what world," Turk asked, "will \$90 million do all this plus allow New Brunswick's universities and colleges to meet their existing needs, when \$90 million is not even enough to cover the deferred maintenance bill of the University of New Brunswick alone?"

The plan also proposes to create another layer in the postsecondary system — institutes and consortia of applied learning and training that will have their own staff, develop their own programming and courses and offer applied degrees in some areas.

New Brunswick, Turk noted, is a small province that already has four public universities and many campuses in the community college system. "Setting up new entities with their own programs in competition with existing programs and their own degrees is both unnecessary and ill-advised," he said.

But perhaps the most astounding part of the action plan, Turk told the assembly, is its assault on institutional autonomy. The plan identifies a new agency that will have responsibility for "overall coordination, planning and governance for the transformation of the postsecondary system." Further it specifies that funding formulas will be changed to, among other things, "ensure public postsecondary institutions can effectively plan and manage their operations in line with provincial priorities."

To increase government control, the plan also says "each public institution will submit a five-year strategic plan, including an annual business plan, to government. These will be supported by performance-based contracts and indicators reflecting the strategic priorities of New Brunswick's Self-Sufficiency

Action Plan."

The plan goes a step further to specify that, beginning in 2009, the government will require each public university and community college to appear annually before an appropriate committee of the New Brunswick Legislature to address their strategic plans and speak to the effective use of public funds.

Turk called on New Brunswickers to mobilize against this latest plan, as they did for its predecessor.

"Of course universities and colleges must necessarily be accountable, but in fact they already are," he said. "There are few more open institutions in democratic society subject to a raft of provincial laws and oversight, governed by innumerable committees, producing annual reports and holding community meetings and open board and senate meetings."

"For postsecondary education to prosper, there must be a balance between accountability and autonomy, but the accountability cannot undermine the vitally necessary autonomy of the institution."

"Universities serve the public best when scholarly work — teaching and research — has a substantial degree of autonomy to ensure the integrity of scholarship is not corrupted by politicians' fancies, current fashions, conventional wisdom, or the Irving newspapers' editorial preferences."

Gilles Allain, executive director of the Federation of New Brunswick Faculty Associations, said that the federation and its members are preparing their own public awareness campaign to counter the government's initiative and to propose a more appropriate course for postsecondary education in the province. ■

Windsor: Mediator Working to End Strike

EDITOR'S NOTE: As the paper went to press, the *Bulletin* learned the parties had reached a tentative settlement.

THE University of Windsor Faculty Association and university negotiators resumed mediation talks Oct. 1, as strike action that began Sept. 17 continued.

The strike by more than 1,000 full and part-time academic staff at Windsor follows three months of face-to-face bargaining sessions between the administration and the union, talks going to conciliation and mediation, and an overwhelming strike vote.

Academic staff have been without a contract since July 1.

Faculty association president Brian Brown said it's the union's first strike in 26 years. "The university administration tabled a 'best offer' our team didn't even want to bring back to us," he said. "Academic salaries that would be below the provincial average, pay for part-time faculty that would be the lowest in the province, and a salary structure for full-time faculty that would be the most unattractive in Ontario — this is not bargaining a contract, this is bargaining a strike."

Brown said other strike issues include working conditions for sessionals, retirement options, employment equity and anomalies.

"We're back in the bargaining process and remain committed to reaching a settlement with the university," Brown said. ■



Day 10 — University of Windsor faculty members Ken Cramer & Lauri Freeman-Gibb applaud comments made at a rally September 26.

COMMENTARY TRIBUNE LIBRE

PRESIDENT'S COLUMN

Fed's Funding Policy Misguided



By PENNI STEWART

TWO big issues facing post-secondary education are funding and how that funding is allocated.

Although post-secondary education is a provincial responsibility, the federal government plays an important role in funding. In the mid-1960s the federal government initiated a system of block-grant transfers to the provinces, but without explicit conditions for provinces to account for their spending. Since then, post-secondary education has been losing the funding battle to health care. And, with no accountability mechanisms in place, it is impossible to know how much of the transfer funding reaches colleges and universities.

While it is impossible to allocate responsibility exactly between the levels of government, it cannot be an accident that the inception of federal block funding, especially the

amalgamation of funds for health, social services and post-secondary education in the 1990s, coincided with a steady rise in tuition, both absolutely and in relation to government funding. Since the 1990s tuition fees have more than doubled.

The change to unconditional federal funding is also associated with increased variation in tuition, with higher fees in the Maritimes, and, by a wide margin, the lowest fees in Quebec. Particularly disadvantaged by higher tuition are low-income families and Aboriginal students. One step in the right direction is this year's announcement of a new income-based student grant program.

Underfunding is also responsible for a decline in the proportion of full-time academic staff. In their 2008 report on trends in higher education, the Association of Universities and Colleges of Canada found that in the two decades before 2006, full-time equivalent enrollment grew by more than 50 per cent, compared with an increase

of 18 per cent in the full-time university faculty complement.

Canadian universities receive \$8,000 less in funding per student than four-year public colleges and universities in the U.S., resulting in larger class sizes and a student to full-time faculty ratio ranging from 19.4 in Newfoundland to 27.0 in Ontario.

During this transformation of the base funding for college and undergraduate university education, the federal government strengthened and dramatically changed the research landscape. Funding for the Canadian Institutes of Health Research was significantly increased — coinciding with a transformation of the old Medical Research Council — as was funding for the Natural Sciences and Engineering Research Council. Funding for the Social Sciences and Humanities Research Council increased somewhat, leaving it with much lower per researcher allocations.

See **FED'S FUNDING** Page A8 →

LE MOT DE LA PRÉSIDENTE

La politique de financement malavisée du gouvernement fédéral

Par PENNI STEWART

Le secteur de l'éducation post-secondaire est confronté aux deux grands enjeux que sont les sources et les mécanismes de financement.

Bien que ce secteur soit du ressort des provinces, le gouvernement fédéral n'en joue pas moins un rôle important dans son financement. Au milieu des années 1960, le gouvernement d'Ottawa a mis en place un système de transferts de subventions générales aux provinces aux termes duquel ces dernières ne sont toutefois pas tenues explicitement de rendre des comptes sur la façon dont elles dépensent cet argent. Depuis lors, sur le front du financement, l'éducation postsecondaire n'a jamais cessé de perdre du terrain au profit des soins de santé. Et, faute de mécanismes de reddition de comptes, on ne peut savoir quelle portion de ces transferts de fonds parvient jusqu'aux collèges et aux universités.

S'il est impossible de répartir avec exactitude la responsabilité entre les deux instances gouvernementales, ce ne peut être un hasard que le début du financement fédéral global, et tout particulièrement la consolidation en un seul transfert de tous les crédits fédéraux réservés à la santé, aux services sociaux et à l'éducation postsecondaire dans les années 1990, ait coïncidé avec

une hausse constante des frais de scolarité, tant en termes absolus que par rapport au financement public. Depuis les années 1990, les frais de scolarité ont plus que doublé.

L'instauration d'un régime de financement inconditionnel s'est également traduite par un élargissement de l'écart des frais de scolarité entre les provinces, ces frais atteignant les taux les plus élevés dans les Maritimes et, de loin, les plus bas au Québec. Les familles à faible revenu et les étudiants autochtones sont particulièrement désavantagés par la hausse des frais de scolarité. Le gouvernement fédéral a néanmoins fait un pas dans la bonne direction en annonçant cette année la création d'un programme d'aide financière aux étudiants fondée sur le revenu.

Le sous-financement a de même causé une baisse du nombre de professeurs à temps plein. Dans son rapport de 2008 sur les tendances dans le milieu universitaire, l'Association des universités et collèges du Canada constate que, dans les deux décennies qui ont précédé 2006, le nombre d'étudiants équivalents temps plein a augmenté de plus de 50 %, alors que le nombre de professeurs à temps plein n'a progressé que de 18 %.

Les universités canadiennes touchent 8 000 \$ de moins en revenus par étudiant que les universités et

les collèges américains offrant des programmes de quatre ans, ce qui a pour conséquence d'augmenter l'effectif des classes et de conduire à la détérioration des ratios étudiants-professeurs à temps plein, lesquels varient de 19,4 à Terre-Neuve à 27,0 en Ontario.

Pendant qu'était convertie la formule de financement de base pour l'éducation collégiale et l'éducation universitaire de premier cycle, le gouvernement fédéral a renforcé et a modifié profondément le paysage de la recherche. L'enveloppe de financement destinée aux Instituts de recherche en santé du Canada (IRSC) a été sensiblement majorée — coïncidant avec la transformation de l'ancien Conseil de recherches médicales — tout comme l'enveloppe du Conseil de recherches en sciences naturelles et en génie du Canada (CRSNG). La légère augmentation des crédits accordés au Conseil de recherches en sciences humaines du Canada (CRSH) a eu pour résultat d'abaisser considérablement le montant des allocations par chercheur.

Dans un même temps, le gouvernement s'est employé davantage à promouvoir la recherche grâce au programme des chaires de recherche du Canada (maintenant devenu le programme de chaires d'excel-

Encyclopaedia Idiotica



By MARTIN COHEN

WHAT is it about Wikipedia? It didn't exist in 2001. Not so long ago, it was just an obscure website full of biographies of sports figures and esoteric details about TV shows such as Star Trek.

But now it is big business. Wikipedia has unexpectedly become the most dominant "scholarly" source on the web. Now its aim is no less than "to become a complete record of human knowledge."

It is regularly in the top 10 of sites visited. No matter what inquiry you put into Google, by curious alchemy up pops a Wikipedia page to answer it. This in large part explains why last year the online "encyclopaedia" was consulted 700 million times.

If it once was easy to dismiss, it isn't any more. Journalists doing research turn to Wikipedia. Students write essays based on its entries. Professors grab lecture notes from it.

But it's still a funny mix. Of the two and a half million articles in English, nearly half are in the "entertainment category," with science and the arts a miserly 6 per cent and 2 per cent respectively. But, significantly, the category "politics and history" is the second most popular (15 per cent).

According to a study by Anselm Spoerri, an academic at Rutgers University, statistics suggest that readers favour a diet of the Wikipedia introductory pages followed by entries for "the United States," "World War Two," "sex," "Naruto," "list of sex positions" and "PlayStation 3." You won't get all those in your dusty Britannica, and you might not want to. But now what you want is not important. Wikipedia's version of reality has already become a monopoly. And all the prejudices and ignorance of its creators are imposed too.

To control the reference sources that people use is to control the way people comprehend the world. Wikipedia may have a benign, even trivial face, but underneath may lie a more sinister and subtle threat to freedom of thought.

Thus on Wikipedia we must learn that Mao's political philosophy is essentially the use of violence to suppress dissent, that Socrates was "Plato's teacher" who left behind "not very many" writings, and that Hitler greatly admired Russian Communism, saying: "The whole of National Socialism is based on it."

Wikipedia itself began as "Nupe-dia" in 2000 as a conventional encyclopedia to be written and peer-reviewed by "experts."

But experts take an awfully long time to produce very little. Hence

Wikipedia, an offshoot in which articles could be written by anyone. That certainly got the numbers up, but did it risk losing reference value? Would knowledge emerge from "the wisdom of the crowds," as the "wiki" model assures us, or does it necessarily have to be painstakingly gathered by a scholarly elite?

Wikipedia itself gives a clue. Articles considered approved for being accurate, neutral, complete and stylish are given a bronze (although it looks like a gold) star.

Of the 2,453,541 pages in English to date, some 2,130 articles have earned a bronze star — apparently cause to congratulate the monkeys at their virtual typewriters! On the other hand, 99.9 per cent of articles failed to make the grade. Evidently they're inaccurate, unstylish, biased and a mishmash.

So why should we want to read them? It is because what matters on Wikipedia is not your sources, but the "support of the community." The Wikipedia community that is, within which there is much talk about consensus, civility and reliable sources. Yet on closer examination, Wikipedians seem an unappealing bunch — computer fanatics, generally male, usually teenagers. They see the world only from a youthful cab driver's perspective. If anyone disagrees with the Wikipedian consensus, their edits are "reverted" and they can be banned — "indefinitely."

And now it is these "editors" who are regularly trumping the fuddy-duddy professors in their ivory towers, plodding patiently through dusty books to produce yet more... dusty books. Books! Because, on Wikipedia, knowledge is tracked instantly via Google searches, online newspapers and other internet encyclopaedias, not so much by consulting primary sources as "tertiary sources" — other internet sites.

But since it is free and has vastly more topics, Wikipedia tends to steamroller other conventional encyclopaedias into the ground. Britannica hoped to charge for access to its pages and soon had to abandon that idea.

Even the popular French encyclopaedia Larousse, for which every topic has to be rewritten to feature the pre-eminence of French thinkers, is attempting to supplement its old, staid pages with new ones submitted by users. As Mr. Spock might say, at least on Wikipedia: "It's knowledge, Jim. But not as we know it..." ■

Martin Cohen is a philosophy lecturer and editor of The Philosopher.

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Athabasca University

ACTUALITÉS

Israël : des universitaires signent une pétition contre les barrages

DES centaines d'universitaires israéliens ont signé une pétition appelant leur gouvernement à soutenir la liberté académique en Cisjordanie et dans la Bande de Gaza en supprimant les points de contrôle et les barrages routiers qui entravent l'accès aux établissements d'enseignement supérieur.

« De toute évidence, la liberté académique ne peut être véritablement garantie que si les étudiants, les professeurs et les chercheurs peuvent se rendre librement à leurs établissements », note la lettre qui accompagne la pétition.

Les auteurs de la pétition — quatre professeurs de l'Université Hébreue et de l'Université de Tel-Aviv — affirment que les universitaires à l'intérieur de l'État d'Israël jouissent de cette liberté, contrairement à ceux des territoires contrôlés par ce pays.

« Les points de contrôle, barrages, murs et clôtures perturbent le cours normal de la vie universitaire de milliers d'étudiants et de professeurs, et les chargés de cours non titulaires d'un passeport palestinien qui veulent enseigner dans ces établissements n'ont pas le droit d'y demeurer suffisamment longtemps pour poursuivre une véritable carrière dans l'enseignement », soulignent les auteurs. « La liberté académique est indivisible et ne peut être sélective. Il incombe directement à l'État d'Israël et à nous, ses citoyens, de défendre cette liberté. »

La pétition, qui a été adressée à tous les membres principaux du corps professoral de tous les établissements d'enseignement supérieur de l'État, a été jusqu'ici signée par 407 universitaires israéliens.

Le document demande au gouvernement de conférer aux étudiants et aux chargés de cours le libre accès à tous les campus des territoires palestiniens occupés et d'autoriser ceux d'entre eux qui détiennent des passeports étrangers à étudier et à enseigner sans que ne pèse sur eux la menace de se faire retirer leur visa.

« On ne peut maintenir la situation actuelle sans porter sérieusement atteinte aux libertés de circulation, d'étude et d'enseignement — ce qui constitue une atteinte au fondement de la liberté académique que nous défendons », indiquent les auteurs de la pétition.

Pour eux, la prochaine étape sera de présenter la pétition au gouvernement. « Nous sommes tout à fait conscients que les pétitions réussissent très rarement à engendrer un changement de la situation politique », déclarent les auteurs sur le site web consacré à la pétition. « Cela ne nous empêche cependant pas de penser qu'un mouvement de mobilisation des membres de la communauté académique israélienne, déterminés à manifester leur opposition aux conditions dans lesquelles doivent travailler leurs collègues des établissements d'enseignement supérieur palestiniens et à déployer tous les efforts possibles pour que leurs homologues palestiniens puissent jouir de la même liberté académique qu'eux, saura être bénéfique à tous autant que nous sommes — Israéliens comme Palestiniens. » ■

La pétition et les noms des signataires sont publiés sur le site www.academic-access.weebly.com.

English on page A7.

La CAFA décerne ses prix d'excellence

LA Confédération of Alberta Faculty Associations (CAFA), l'organisme provincial qui représente les associations du personnel académique des Universités de l'Alberta, de Lethbridge et d'Athabasca, a décerné ses prix annuels à deux professeurs de l'Université de l'Alberta lors d'une cérémonie spéciale tenue le 18 septembre à Edmonton.

Les lauréats des prix d'excellence 2008 de la CAFA (CAFA Distinguished Academic Awards) sont Claude Couture, professeur de sciences sociales et d'études canadiennes au Campus Saint-Jean (section francophone de l'Université de l'Alberta) et Diane Conrad, professeure agrégée de théâtre et d'enseignement de théâtre.

Ces prix sont remis annuellement à des membres du personnel académique qui, par leurs travaux d'érudition, leurs activités professionnelles ou leurs initiatives novatrices, contribuent de façon exceptionnelle à l'ensemble de la société.

Décrit comme étant « le scientifique le plus en vue du Campus

Saint-Jean » où il oeuvre depuis 20 ans, M. Couture a obtenu le prix CAFA en reconnaissance de son apport au développement du profil public du programme d'études canadiennes de l'université.

Quant à Mme Conrad, elle a reçu le prix d'excellence académique en début de carrière pour sa recherche et son travail innovateur sur les possibilités du théâtre populaire comme agent de transformation dans la vie de la jeunesse dite à risque. Elle est en poste à l'Université de l'Alberta depuis 2004.

« Les lauréats des prix d'excellence sont reconnus par leurs pairs », a déclaré la présidente de la CAFA, Linda Bonnevillie, en annonçant le nom des gagnants. « Je suis ravie que nous puissions souligner ainsi les contributions tout à fait extraordinaires de nos collègues dont le rayonnement s'étend bien au-delà du monde académique. Le travail des professeurs Couture et Conrad est exemplaire à cet égard et digne d'éloges. » ■

English on page A8.

NEWS ACTUALITÉS

Committee Concludes Investigation into Freedom of Expression at York University

A CAUT ad hoc investigatory committee has completed its three-year investigation into allegations of threats to freedom of expression at York University that began in 2004.

The report by committee members Rebecca Coulter, a professor of education at the University of Western Ontario, and Kenneth Field, circulation librarian at Trent University's Bata Library, concluded there was a basis to the allegations, but expressed optimism that the situation was improving under the leadership of newly-installed York president Mahmoud Shoukri following his handling of a student sit-in this spring.

CAUT's executive director, James Turk, welcomed the report and said its proposals would improve freedom of expression to the benefit of the entire York community.

The committee recommended that CAUT and the York University Faculty Association meet with university administrators to discuss ways to protect academic freedom and free expression on campus and assure collegial governance.

Among other things, the committee suggested a review of a variety of university policies to ensure they do not restrict open debate, the ability of all members of the York community to voice dissent in a range of ways, and the opportunity for students to learn and practise political engagement and citizenship. In this area, the committee additionally recommended that York develop a clear policy about the role and



York University agrees to move forward on committee recommendations to improve free expression on campus.

use of police on campus and use all means available to publicize the text of the policy.

The committee also proposed that CAUT urge the university to provide comprehensive leadership education opportunities and support for administrators at all levels and in all units to develop the knowledge and skills that would allow them to fulfil their obligations in a collegial manner.

Finally, because of fears and concerns the committee heard from newly-appointed faculty members, the report recommends that the

faculty association leadership engage in a process of union renewal and explore strategies for reconnecting members to foster trust and confidence that their rights and interests can and will be protected in the workplace.

"We commend the committee for its work in preparing the report for CAUT's Academic Freedom and Tenure Committee," Turk said.

He also said he and CAUT president Penni Stewart were pleased with a meeting that took place at York last month between CAUT

and university and faculty association officials.

"All parties willingly embraced the recommendations and agreed to move forward in a positive spirit," Turk said. "We think the unfortunate experiences of the past provided some valuable lessons that will help prevent similar problems at York in future. CAUT will be happy to work with the parties in any way necessary as they implement the committee's recommendations."

Version française à la page A6.

La bourse Stewart-Reid décernée à Jonathan Crane

L'ACPPU a décerné cette année la bourse commémorative Stewart-Reid à Jonathan Crane, étudiant au doctorat en pensée juive moderne à l'Université de Toronto.

M. Crane détient un baccalauréat ès arts (avec très grande distinction) du Collège Wheaton au Massachusetts, une maîtrise en études internationales sur la paix de l'Université de Notre Dame en Indiana ainsi qu'une maîtrise en pensée ghandienne de l'Université Gujarat Vidyapith à Ahmedabad, en Inde. Boursier de la Fondation Wexner, il a été ordonné rabbin et a reçu une maîtrise en lettres hébraïques du Hebrew Union College – Jewish Institute of Religion.

Dans sa thèse de doctorat, M. Crane élabore une nouvelle méthode pour comprendre le discours religieux (juif tout particulièrement) et éthique. Par la fusion de la philosophie de la théologie et de l'analyse du discours, il affirme démontrer dans son étude tous les aspects du jeu dialectique des spécialistes de l'éthique religieuse, et il compte apporter une contribution aux disciplines qui analysent la confluence du droit et de l'éthique, l'établissement de normes religieuses et le rôle du discours religieux dans les sociétés multiculturelles.

Parallèlement à ses travaux universitaires, M. Crane a présenté des exposés, à titre d'expert et de conférencier invité, dans le monde entier sur une variété de sujets tels que le judaïsme, les relations interconfessionnelles, la justice sociale, la philosophie ghandienne, l'euthanasie ainsi que la guerre et la paix. Il est l'auteur d'un livre et de deux chapitres d'autres ouvrages, et les résultats de ses recherches ont été publiés dans plusieurs revues scientifiques. Il a reçu de nombreux prix et distinctions honorifiques, dont des bourses d'études supérieures de l'Ontario et de la Fondation Connaught, en plus d'obtenir une aide financière du Conseil de recherches en sciences humaines du Canada, de la Memorial Foundation for Jewish Culture, du Centre for the Study of Religion et du Centre for Jewish Studies de l'Université de Toronto.

M. Crane a été sélectionné comme lauréat de la bourse Stewart-Reid par un comité formé de trois membres qui sont, cette année, Christine Storm, ancienne professeure du département de psychologie de l'Université Mount Allison, Françoise Naudillon, professeure adjointe de français à l'Université Concordia, et Ken Ko, professeur de biologie à l'Université Queen's.

L'ACPPU a créé la Fiducie de la Bourse commémorative J.H. Stewart Reid il y a 40 ans pour commémorer la vie et l'œuvre de son premier secrétaire général. La bourse de 5 000 \$ est accordée, pour une année d'études, à une étudiante ou à un étudiant de niveau académique exceptionnel qui est inscrit à un programme de doctorat d'une université canadienne.

La liste des lauréats des années précédentes est disponible sur le site de la fiducie : <http://stewartreid.caut.ca>.

UofT Student Receives National CAUT Award

JONATHAN Crane, a University of Toronto student completing a PhD in Modern Jewish Thought, has been chosen for this year's Stewart Reid fellowship sponsored by CAUT.

Crane holds a BA, summa cum laude, from Wheaton College in Massachusetts, a master's degree in international peace studies from the University of Notre Dame in Indiana, and a MPhil in Gandhian Thought from Gujarat Vidyapith in Ahmedabad, India. As a Wexner Graduate Fellow, he received both rabbinic ordination and a Master of Arts in Hebrew Letters from Hebrew Union College – Jewish Institute of Religion.

His doctoral dissertation develops a new method of understanding religious (specifically Jewish) ethical discourse. Combining philosophy of theology with discourse analysis, Crane says his study demonstrates both how religious ethicists argue and why they argue as they do, and intends to contribute to fields that analyze the confluence of law and ethics, the construction of religious norms and the role of religious discourse in multicultural societies.

In conjunction with his academic work, Crane has presented at conferences and guest lectured throughout the world on a diverse range of topics from Judaism, interfaith relations, social justice, and Gandhian philosophy to euthanasia and war and peace. He has written a book



CAUT has given its 2008 J.H. Stewart Reid Memorial Fellowship to University of Toronto PhD student Jonathan Crane.

and two book chapters, and his research has appeared in several peer-reviewed journals. He has received numerous awards and honours, including Connaught and Ontario Graduate scholarships, as well as having won support from the Social Sciences and Humanities Research Council, the Memorial Foundation for Jewish Culture, the Centre for the Study of Religion and the Centre for Jewish Studies at the

University of Toronto.

Crane was selected for the fellowship by a three-member application review committee, which this year included Christine Storm, a former professor with Mount Allison University's psychology department, Françoise Naudillon, an assistant professor of French at Concordia University, and Queen's University biology professor Ken Ko.

CAUT established the annual J.H.

Stewart Reid Memorial Fellowship 40 years ago to honour the memory of its first executive secretary. The program invites applications from students of exceptional academic standing in doctoral programs at Canadian universities. Stewart Reid Fellows receive \$5,000 for one academic year of study.

A list of previous fellowship recipients is online at <http://stewartreid.caut.ca>.



WOMEN IN THE LEAD

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NEWS ACTUALITÉS

Fin de l'enquête sur la liberté d'expression à l'Université York

À L'ISSUE d'une enquête de trois ans, un comité spécial de l'ACPPU vient de déposer son rapport sur les présumées menaces à la liberté d'expression qui auraient été constatées à partir de 2004 à l'Université York.

Dans leur rapport, les deux membres du comité, Rebecca Coulter, professeure d'éducation à l'Université de Western Ontario, et Kenneth Field, bibliothécaire responsable du prêt à la bibliothèque Bata de l'Université Trent, ont conclu qu'il y avait un fondement aux allégations soulevées, mais qu'ils estimaient néanmoins que la situation s'était améliorée sous la direction du nouveau recteur de l'Université York, Mahmoud Shoukri, compte tenu de la façon dont ce dernier avait géré l'occupation étudiante ce printemps.

Faisant bon accueil au rapport, le directeur général de l'ACPPU, James Turk, s'est dit assuré que les recommandations du comité contribueraient à améliorer la liberté d'expression à York dans l'intérêt de toute la communauté universitaire.

Dans un premier temps, le comité recommande que les représentants de l'ACPPU et de l'association du personnel académique de York rencontrent les dirigeants de l'université pour discuter des diverses façons de protéger la liberté académique et la liberté d'expression sur

le campus et de préserver la gouvernance collégiale.

Le comité préconise entre autres de réexaminer diverses politiques de l'université afin de s'assurer qu'elles ne restreignent aucunement le libre débat, la liberté de tous les membres de la communauté universitaire d'exprimer des opinions divergentes, de même que la possibilité pour les étudiants de recevoir de la formation sur l'engagement politique et la citoyenneté et de s'y exercer. À cet égard, le comité recommande également que l'université York établisse une politique claire sur le rôle et l'intervention de la police sur le campus et qu'elle diffuse par tous les moyens possibles le texte de cette politique.

Le comité recommande d'autre part à l'ACPPU de presser l'université de mettre en place des programmes détaillés de formation en leadership et d'offrir aux administrateurs de tous les niveaux et de toutes les unités le soutien nécessaire à l'acquisition des connaissances et compétences utiles qui leur permettront de s'acquitter de leurs obligations dans un contexte collégial.

Finalement, en raison des craintes et des inquiétudes dont lui ont fait part les professeurs nouvellement désignés, le comité recommande que les dirigeants de l'association du personnel académique s'engage

dans une démarche de renouveau syndical et qu'elle cherche, par diverses stratégies de rapprochement, à donner à ses membres l'assurance que leurs droits et leurs intérêts au travail peuvent être protégés et qu'ils le seront véritablement.

« Nous saluons le travail accompli par les membres du comité et l'excellent rapport qu'ils ont produit pour le compte du Comité de la liberté académique et de la permanence de l'emploi de l'ACPPU », a déclaré M. Turk.

Il a aussi indiqué que la présidente de l'ACPPU, Penni Stewart, et lui se félicitaient des résultats de la réunion qui s'est tenue à York, le mois dernier, entre l'ACPPU et les dirigeants de l'université et de l'association du personnel académique.

« Toutes les parties ont volontiers souscrit aux recommandations et ont affirmé leur volonté d'aller de l'avant dans un esprit positif », a ajouté M. Turk. « Les malencontreuses expériences du passé nous auront permis de tirer des enseignements utiles pour empêcher que des problèmes du même genre ne se reproduisent à York. L'ACPPU sera heureuse de collaborer de toutes les façons possibles avec les parties à la mise en oeuvre des recommandations du comité. » ■

English on page A5.

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Every year, the percentage of women enrolled in university increases. In fact, 58 per cent of Canadian undergraduates are now women. But the percentage of women in Canadian faculty positions lags well behind at roughly 33 per cent.

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NEWS ACTUALITÉS

Brandon Strike Continues



ACADEMIC staff at Brandon University were on the picket lines Sept. 29 after talks with the administration broke down earlier in the month. Faculty association president Bruce Forrest said the two sides had been in talks with a conciliator for two days before the strike deadline, but hit an impasse and negotiations were called off.

"Our members really hoped they wouldn't have to go on strike, but 84 per cent of them approved authorizing it," he said.

The 240 members of BUFA have been without a contract since the end of March. This is the fourth time in 10 years that the union has taken a strike vote as frustrations escalate over negotiations for new collective agreements.

"We believe that our member-

ship deserves a good salary, a good retirement plan and good health care benefits," Forrest said, adding that these are the main sticking points for BUFA along with "workload and a significant language issue relating to a policy change affecting working conditions of our members."

At press time the parties were meeting with a provincial mediator. "We will do everything we can to avoid a prolonged labor dispute other than accepting something that we don't think is acceptable. We continue to remain hopeful that we can find a successful resolution with the university," Forrest said. ■

BUFA president Bruce Forrest (left) & vice-president Dennis Oleson on the picket lines in Brandon.

Israel: Academics Sign Petition to Remove Territory Blockades

HUNDREDS of Israeli academics have signed a petition calling on their government to support academic freedom in the West Bank and the Gaza Strip by removing blockades and checkpoints impeding access to institutions of higher learning.

"It is clear there can be no real academic freedom in higher education unless it is possible to reach the institutions where one studies, teaches and carries out research," a letter sent with the petition said.

The petition authors — four faculty at Hebrew and Tel-Aviv universities — point out that academics within the State of Israel enjoy this freedom, but not those in the territories controlled by it.

"There, checkpoints, blockades, walls and fences prevent thousands of students and teachers from leading a normal academic life, and lecturers with non-Palestinian passports, who wish to teach in those institu-

tions, are prevented from staying for long enough to carry out meaningful, continuous teaching," the authors said. "Academic freedom is not divisible and cannot be selective. The State of Israel and its citizens are directly responsible for upholding that freedom."

The petition was sent to all senior faculty members in all institutions of higher education across the state. The petition has so far been signed by 407 Israeli academics.

The petition calls on the government to allow students and lecturers free access to all the campuses in the Occupied Territories, and to allow those with foreign passports to teach and study without the threat of having their visas withdrawn.

"To leave the situation as it is will cause serious harm to freedom of movement, study and instruction — harm to the foundation of academic freedom, to which we are committed," the petition said.

The authors say the next step is to submit the petition to the government.

"We are well aware that only rarely do petitions cause a change in a political state of affairs," they wrote in a statement on the petition's website. "However, we do not doubt that when there are enough people in the Israeli academic community who are prepared to voice their objection to the conditions under which their colleagues in Palestinian higher education institutions have to work, and do all they can to ensure that their Palestinian counterparts have the same academic freedom that they enjoy, we shall all benefit — Israeli and Palestinian academics alike." ■

The petition and names of the signatories have been published online at www.academic-access.weebly.com.

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University of Guelph Faculty Association

JAY NEWMAN AWARD FOR
ACADEMIC INTEGRITY

CALL FOR NOMINATIONS

The University of Guelph Faculty Association is calling for nominations for an important new award, open to scholars around the world. The Jay Newman Award for Academic Integrity will be given for the first time in the Fall of 2009; nominations may be submitted until May 1, 2009. The condition of the award states that "It is for the purpose of recognizing a university scholar and teacher who either at a particular time or in the course of an academic career has demonstrated combined meritorious academic achievement with noteworthy courage or compassion in the defense of academic ideals." The award is given biennially and carries a prize of \$1500.00.

The award honours the memory of Dr. Jay Newman, F.R.S.C., a distinguished member of the University of Guelph Philosophy Department whose thirty six years of service were ended by his death in 2007. The author of eleven books, he was a successful and popular teacher and an active participant in the life of the University. He was widely known as a fearless and articulate defender of academic freedom as a core value of a university, and of the rights of faculty members.

Nominations, along with any supporting material, should be sent to:
Chair, Academic Freedom Committee
University of Guelph Faculty Association
Room 535, University Centre
50 Stone Road East
Guelph, Ontario, N1G 2W1

National
Union
of CAUTThe Patricia Baker Award
for Union Activism in the
Post-Secondary Education Sector

The Patricia Baker Award was established in 2008 at the 3rd National Convention of the National Union of CAUT in honour and memory of Sister Patricia Baker. Sister Baker was an academic, a union activist, a feminist and a woman who worked tirelessly to make her vision of an inclusive and equitable university community a reality. Sister Baker was a member of the National Executive Board of NUCAUT until her death in December 2007. The Patricia Baker Award recognizes outstanding contributions by members of NUCAUT locals to the advancement of equity in the post-secondary community.

Criteria

The criteria used by the National Executive Board of NUCAUT are as follows:

- Candidates must be a member of a NUCAUT local
- Candidates' contributions may have benefitted any or all groups of workers (faculty, students, staff) in the post-secondary education sector;
- The form of the candidates' achievements may include but are not limited to the following: organizational leadership, policy implementation, legislation, mobilization, educational initiatives or distinguished service;
- The outstanding quality of the contribution may derive from the result of a single project or activity, or in the accumulation of efforts through consistent involvement over a long period of time in supporting the advancement of equity and inclusivity in the post-secondary sector; and
- Candidates' contributions to the advancement of workers from equity-seeking groups in the post-secondary community may have been focused locally, provincially, regionally, nationally, or a combination of these.

The number and frequency of awards will be as the National Executive Board deems appropriate.

Making Recommendations for the Award

Recommendations are to include a covering letter that describes specific contributions and achievements of the nominee as they relate to the award criteria. Additional information may be gathered by the NEB as it feels necessary. Academic staff associations or unions, their committees or caucuses, other unions, including provincial federations of labour, or any other interested parties, individual or collective, are invited to submit recommendations for the Patricia Baker Award.

Recommendations should be addressed to:
President, National Union of CAUT
2705 Queensview Drive, Ottawa ON K2B 8K2

National
Union
of CAUT

Patricia Baker
IN HONOUR AND MEMORY 1955-2008

NEWS ACTUALITÉS

La politique de financement malavisée du gouvernement fédéral

→ Suite de la PAGE A3

lence en recherche du Canada) et a mis davantage l'accent sur les programmes de recherche subventionnée et les partenariats publics-privés, dans le cadre notamment d'accords de financement commun avec la Fondation canadienne pour l'innovation et du programme de Centres d'excellence en commercialisation et en recherche. Naturellement, ces partenariats commencent à modeler le programme national de recherche.

La proportion de fonds ciblés dans les nouvelles enveloppes allouées aux trois conseils subventionnaires fédéraux s'est accrue. Dans le budget fédéral de 2008, le financement consenti au CRSH est destiné aux secteurs de l'automobile, de la fabrication, de la foresterie et de la pêche, et le financement accordé au CRSH est ciblé sur l'étude des effets de l'environnement et sur la recherche en matière de développement social et économique des collectivités du Nord. Quant aux fonds consentis aux IRSC, ils sont restreints à la recherche sur les priorités en matière de santé. À la longue — et le financement de base demeurant limité — la recherche thématique asphyxie les projets qui ne correspondent pas aux priorités fixées par le gouvernement et, de façon plus générale, met en péril la recherche spéculative.

Alors, que devrions-nous exiger du gouvernement fédéral? Il faut avant tout, sur le plan structurel, que les subventions générales accordées aux provinces au titre de l'éducation postsecondaire soient retirées du Transfert canadien en matière de programmes sociaux pour être versées dans une enveloppe de financement distincte. Le regroupement, selon la pratique actuelle, de tous les crédits d'aide à l'éducation postsecondaire au sein du « transfert social » empêche qu'un débat public soit

mené sur le financement fédéral de l'éducation supérieure.

Nous voudrions aller encore plus loin et faire en sorte que l'éducation postsecondaire soit régie par une loi qui créerait, pour le gouvernement fédéral, l'obligation d'assurer le financement de base, conformément à des lignes directrices nationales et au principe reconnaissant le caractère non lucratif de l'éducation et le droit d'y accéder pour tous ceux et celles qui ont les compétences nécessaires, quels que soient leurs moyens. De plus, cette loi rendrait obligatoire la gouvernance collégiale et ferait prévaloir la liberté académique dans l'ensemble du système d'éducation postsecondaire. De toute évidence, nous avons besoin d'organiser un débat sur la déficience du mécanisme de financement fédéral de l'éducation supérieure, mais une telle démarche se révèle difficile si l'on ne peut, dans un premier temps, mesurer l'apport du gouvernement.

Nous trouvons également inquiétant le fait que les projets de recherche ciblés de plus en plus nombreux soient en train de supplanter progressivement les projets définis par la communauté universitaire. La méthode habituelle consiste à geler les crédits disponibles (entraînant ainsi des baisses réelles causées par l'inflation) pendant que l'« argent frais » est affecté aux priorités déterminées par le gouvernement. Nous devons obtenir du gouvernement qu'il s'engage à financer la recherche universitaire de base et non pas les objectifs des responsables politiques.

Parallèlement, compte tenu des ressources disponibles limitées, le gouvernement doit corriger le désavantage profond que subit la recherche en sciences humaines au profit de la recherche dans les domaines de la santé, des sciences et du génie. ■

CAFA Distinguished Academic Awards

Alberta Faculty Honoured for Contributions to Community

THE Confederation of Alberta Faculty Associations honored two University of Alberta faculty members during a special ceremony Sept. 18 in Edmonton.

Claude Couture, a professor of social sciences and Canadian studies at Campus Saint-Jean, a Francophone component of the U of A, and Diane Conrad, an associate professor of drama and theatre education, each received this year's CAFA Distinguished Academic Award.

The annual awards recognize academic staff members who through their research and/or other scholarly, creative or professional involvement have made exceptional contributions to the community-at-large.

Couture, described as "CSJ's most visible scholar" received the award in recognition of his 20-year contribution in developing the public profile of the university's Canadian Studies program.

Conrad, who won her award in the early career category, was recognized for her academic research and innovative work on the potential of popular theatre to transform the lives of "at risk" youth. Conrad arrived at the University of Alberta in 2004.

"The recipients are being honoured by their peers," said CAFA president Linda Bonneville in announcing the awards. "I'm delighted that we are able to recognize in this way the extraordinary contri-



CAFA award winners — Claude Couture & Diane Conrad.

butions our colleagues make to the wider community beyond the academy. The work of Dr. Claude Couture and Dr. Diane Conrad is

exemplary in this respect and worthy of celebration." ■

Version française à la page A4.

Fed's Funding Policy Misguided

→ From PAGE A3

At the same time the government increasingly promoted research through the Canada Research Chairs program (and now the new Canada Excellence Research Chairs program) and it increased reliance on sponsored research and public-private partnerships, especially via joint funding from the Canada Foundation for Innovation and the new Centres of Excellence in Commercialization and Research program. Naturally, those partners begin to shape the national research agenda.

Targeted funding has been extended in the allocation of new funds for the three federal granting agencies. In the 2008 budget, the federal government provided funding to NSERC targeted at research in the automotive, manufacturing, forestry and fishing industries and tied SSHRC's funding to studies involving the social and economic development of the north and other en-

vironmental impacts. CIHR funding is restricted to research on health priorities. Over time, and with base funds fixed, directed research puts a squeeze on research that doesn't "fit" government priorities and, more generally, threatens curiosity-driven research.

So what should we demand from federal policy? First, at the structural level, we need the broad grants for post-secondary education to the provinces to be removed from the Canada Social Transfer and placed in a separate fund. The current practice of lumping post-secondary support in the "social transfer" category prevents public debate over the federal financing of higher education.

We would like to go further with a Post-Secondary Education Act. As envisioned by CAUT, the Act would establish a federal obligation for core funding, based on national guidelines and the principle that education should be nonprofit and available to all who qualify academically,

regardless of means. Also, it would mandate collegial governance and academic freedom throughout the post-secondary system. Clearly we need a debate about the inadequacy of federal spending on higher education, but it's hard to have such a debate when the contribution can't be measured!

On the research side our concern is that more and more directed research is gradually displacing academically-directed research. The usual mechanism is to freeze existing funds (resulting in inflation-induced real declines) while all "new money" flows to government-identified priorities. We need the government's commitment to funding for core academic research and not policymakers' goals.

At the same time, in a world of limited resources the government must rectify the dramatic disadvantage of social sciences and humanities research funding, relative to health, science and engineering. ■

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L'ACPPU enquête sur l'interdiction de recherche à Kwantlen

→ Suite de la PAGE A1

Effectivement, M. Ogden a reçu plus de 140 000 \$ en dollars et intérêts après qu'il a été établi que l'Université d'Exeter, au Royaume-Uni, n'avait pas respecté son engagement

de protéger l'identité des participants à l'étude du professeur.

Les derniers ennuis de M. Ogden ont coïncidé avec un important débat public sur le suicide assisté dans l'État voisin de Washington. L'ancien gouverneur démocrate Booth

Gardner, atteint de la maladie de Parkinson, a lancé une initiative populaire pour la légalisation du suicide par un médecin, sur laquelle la population se prononcera en novembre prochain. ■

ERS ÈRES

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■ **ACCOUNTING** — Brock University. The Faculty of Business, Brock University invites applications for a probationary tenure track position in Accounting starting July 1, 2009. The rank is open at either the Assistant or Associate Professor level, dependent upon qualifications. The availability of this position is subject to final budgetary approval. Applications will be reviewed on an ongoing basis. Qualifications include a doctorate in accounting (completed or near completion), a commitment to quality research and to discernment excellence. All research and teaching interests are welcome. Position level and salary are commensurate with the applicant's qualifications. Brock University is located in the scenic Niagara peninsula minutes from New York State and a one-hour drive from Toronto. A stable manufacturing base in addition to expanding sectors such as wine-making and tourism provides for a dynamic, high growth area with an exceptional range of professional and residential opportunities. The Department of Accounting is in the Faculty of Business, which has approximately 80 full-time members, including 24 in Accounting. It offers a Bachelor of Accounting (BACC), a Bachelor of Business Administration (BBA) with an optional concentration in Accounting, a domestic and international Master of Accounting (MACC), a domestic and international Master of Business Administration (MBA), with an optional concentration in accounting, and a Master of Science in Accounting (MSC) with an optional concentration in accounting. The BACC, BBA, MBA and MACC have co-op options, which are highly regarded in Ontario. The Faculty of Business at Brock University is AACSB accredited. The Department of Accounting is accredited by the Institute of Chartered Accountants of Ontario. Applications should be submitted along with curriculum vitae, samples of research, teaching evaluations (if available), and the names and addresses of three referees to Professor Allison Young, Chair, Department of Accounting, Brock University, St. Catharines, Ontario, Canada, L2S 3A1. Phone: 905-688-0200 ext. 3432; E-mail: (preferred): eyoung@brocku.ca. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at <http://www.brocku.ca/hr/ careers/ SelfIdentification.pdf> and include the completed form with their application. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. More information on Brock University can be found on the university's website www.brocku.ca.

■ **ACCOUNTING** — University of Waterloo. The University of Waterloo invites applications for tenure or tenure-track positions in Accounting, for appointments beginning 2009. Rank and field are open, but we especially welcome applicants with teaching interests in auditing or financial reporting. Candidates for a tenure position should have established reputations for high-quality research and teaching, and an interest in contributing to our PhD program. Candidates for Assistant Professor should have completed or nearly completed PhD, and should demonstrate the potential for high-quality research and teaching. The School of Accounting and Finance is entering an exciting period of growth, in which we will add 20 new faculty members over the next years. In 2009, we will add over 50,000 square feet of new classrooms and offices. We offer a stimulating environment for research and teaching, and a highly regarded intellectual curiosity and growth. The School's award winning faculty includes active researchers using archival, experimental and analytical techniques to study a broad spectrum of accounting and finance issues. Our faculty serve on the editorial boards of leading accounting journals. The School's collaborative environment encourages faculty members to help each other reach their maximum potential. Our highly regarded and unique undergraduate and graduate programs attract top students from Ontario and across Canada. For details about our faculty and programs please visit: <http://sawaterloo.ca>. The University of Waterloo consistently ranks as a leading comprehensive university in Canada and an innovator in education and research. It is located in Waterloo, Canada (designated as the 2007 Intelligent Community of the Year by The Intelligent Community Forum), a one-hour drive from Toronto, Canada's financial and cultural capital. The University of Waterloo encourages applications from all qualified individuals, including members of visible minorities, native peoples and persons with disabilities. Canadian citizens and permanent residents receive priority. To apply, please send a curriculum vitae and research sample, preferably electronically. In addition, three referees should send letters directly to: The Director, c/o Lori Laidlaw-SAF, Faculty Recruiting@waterloo.ca. Review of applications will start from September 2008 and will continue until job positions are filled.

■ **ACCOUNTING** — Cape Breton University. Cape Breton University (CBU) is located on Cape Breton Island, Nova Scotia's tourism centre and home to lush Celtic, Mi'kmaq, and Acadian culture. CBU has a reputation for small class sizes, strong community involvement, and strong internal support for faculty research. The Shannon School of Business at CBU delivers several diploma and degree programs, including a

BBA and an MBA-CEO program. The School is seeking a collaborative individual who has the potential to perform sponsored research, enrich teaching and contribute actively to the life of the School community. CBU is accepting applications for a tenure-track position in Accounting at the rank of Assistant Professor to commence January 1, 2009, subject to budget approval. Duties include conducting research and teaching courses in areas such as, but not limited to, financial, managerial and cost accounting, auditing, taxation, control systems and accounting theory. Applicants should have a PhD. However, applicants with the minimum of an MBA and a professional designation in accounting will be considered. Excellent communication skills are essential. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/

scholarly activities and service to Cape Breton University, community and profession. The union affiliation of this position is with the CBU Faculty Association. Qualified candidates should send a letter of application quoting the reference number (AC070809), a complete dossier including curriculum vitae, copy of academic transcripts, evidence of teaching effectiveness, and three current letters of reference (sent directly to CBU) to the Human Resources Department, Cape Breton University, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada, B1P 6L2. E-mail: humanresources@cbu.ca. Applications must be received by 4:00 p.m. November 10, 2008. Email applicants will receive a return email confirming receipt. Cape Breton University is an equal opportunities/affirmative action employer.

■ **ARCHAEOLOGY** — Wilfrid Laurier University. The Department of Archaeology and Classical Studies invites applications for a tenure stream position at the rank of Assistant Professor, effective July 1, 2009, subject to budgetary approval. We are seeking a candidate with a research specialty in Roman archaeology and material culture. We are especially interested in candidates who are connected with an archaeological field school in the Mediterranean. The successful applicant will also be expected to teach undergraduate courses in Latin and Classical Civilization and to participate in the new MA program in Ancient Mediterranean Cultures (offered jointly by WLU and the University of Waterloo). Candidates who have completed a PhD, or be near completion Applicants should submit a letter of application, curriculum vitae, a writing sam-

ple, a teaching dossier, and the names and contact information for three professional referees in hard copy to Professor Judith Peitch, Chair, Department of Archaeology and Classical Studies, Wilfrid Laurier University, Ontario, N2L 3C5 by November 15, 2008. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Faculty of Arts, Dr. David Docherty.

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B19 Accommodations

Advertising Closing Dates \ Dates de tombée pour la publicité

Closing dates to place, change, renew, or cancel your advertising material in the printed *CAUT Bulletin* are listed below. Ad placement closing dates are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad closing date, and none should be presumed executed without acknowledgment from the *Bulletin*.

Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-dessus. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

ISSUE \ NUMERO	CLOSING DATE \ DATE DE TOMBÉE	POST DATE \ DATE AFFICHÉE
September 2008 septembre	August 06 août 2008	August 20 août 2008
October 2008 octobre	September 03 septembre 2008	September 25 septembre 2008
November 2008 novembre	October 01 octobre 2008	October 30 octobre 2008
December 2008 décembre	November 05 novembre 2008	November 27 novembre 2008
January 2009 janvier	December 03 décembre 2008	December 25 décembre 2008
February 2009 février	January 07 janvier 2009	January 28 janvier 2009
March 2009 mars	February 04 février 2009	February 26 février 2009
April 2009 avril	March 04 mars 2009	March 26 mars 2009
May 2009 mai	April 01 avril 2009	April 30 avril 2009
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Publisher's Statement

The *CAUT Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. *CAUT* expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stand above, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons. The *CAUT Policy Statement on Academic Freedom* (www.caut.ca/pages.asp?page=247&lang=1) contains fundamental statements of principle which reflect key priorities of this organization. The *CAUT Bulletin* therefore reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to *CAUT* members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. *CAUT* publishes a list of colleges and universities censured by AAUP twice a year. Further information about these censures can be obtained by writing to AAUP, 500 1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900 or visit www.aaup.org.

CAUT ACPU BULLETIN

■ **ACCOUNTING** — Cape Breton University. Cape Breton University (CBU) is located on Cape Breton Island, Nova Scotia's tourism centre and home to lush Celtic, Mi'kmaq, and Acadian culture. CBU has a reputation for small class sizes, strong community involvement, and strong internal support for faculty research. The Shannon School of Business at CBU delivers several diploma and degree programs, including a

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[†] Les tarifs de cette catégorie s'appliquent aux annonces autres que les offres d'emploi (p. ex. logement, diatribes, conférences, événements).	

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Le *Bulletin de l'ACPPU* n'accepte ni les publicités des établissements post-secondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la Loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du *Bulletin* une déclaration énonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique (www.acppu.ca/pages.asp?page=247&lang=2) reflète les priorités clés de cette organisation. Le Comité de rédaction du *Bulletin de l'ACPPU* se réserve donc le droit de refuser de publier les annonces d'un établissement postsecondaire dans le cas où le teneur de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465, tél.: (202) 737-5900, ou de visiter www.aaup.org.

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CAREERS CARRIÈRES

■ ART HISTORY – University of Toronto Scarborough. Applications are invited for a tenure-track position at the rank of Assistant Professor in Modern and Contemporary Middle Eastern or Asian Art, Department of Humanities, University of Toronto Scarborough (UTSC), to begin July 1, 2009. Special consideration will be given to applicants with wide ranging theoretical, historical, and critical perspectives. Interest in issues of global modernisms and/or curatorial work, contemporary art and theory would also be an asset. The department particularly encourages applications from scholars who can contribute to interdisciplinary teaching and research. The successful candidate will teach undergraduate and graduate courses and will supervise graduate students in his/her area of expertise. This candidate will also be expected to share responsibility for teaching first year art history courses. PhD and clear evidence of excellence in teaching and research are required. Salary will be commensurate with qualifications and experience. The University of Toronto is a tri-campus university with a unitary Graduate Department of Art, UTSC is a research-intensive faculty within the University of Toronto with an interdisciplinary commitment and a multicultural student body speaking a wide range of languages. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. Additional information on the Department can be found at www.utsu.utoronto.ca/~hmsdy/indext.html, and on the Graduate Department of Art, at www.art.utoronto.ca. Applicants should apply online at www.jobs.utoronto.ca/jrcvny.html and email a letter of application, a current curriculum vitae, a writing sample and teaching materials. Three letters of reference should be sent directly to Professor William R. Bowen, Chair, Department of Humanities, University of Toronto Scar-

borough, 1265 Military Trail, Toronto ON, M1C 3A4, Canada. Reference letters and electronic documents may also be submitted electronically to ArtHSC@utoronto.ca. The closing date for applications is October 22, 2008. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply. Canadians and permanent residents of Canada will be given priority.

■ ASTROPHYSICS – Canadian Institute for Theoretical Astrophysics. Postdoctoral research fellowships beginning September 1, 2009 are being offered at the Canadian Institute for Theoretical Astrophysics. A PhD in any field of theoretical astrophysics is required. Fellows are expected to carry out original research in theoretical astrophysics under the general supervision of the permanent faculty whose interests include: cosmology, interstellar matter, nuclear and relativistic astrophysics, solar physics, star and planet formation, high energy astrophysics. We would prefer electronic submissions. Please check <http://www.cita.utoronto.ca> for instructions. Applicants unable to access the web should mail a curriculum vitae, statement of research interests and arrange for three letters of recommendation to be sent to Professor L. Kolman, Acting Director, Canadian Institute for Theoretical Astrophysics, University of Toronto, 60 St. George Street, Toronto, Ontario, Canada, M5S 3H8. The deadline for applications and letters of recommendation is November 15, 2008. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

■ ASTROPHYSICS – Canadian Institute for Theoretical Astrophysics. CITA is a national centre for theoretical astrophysics located at the University of Toronto. The Institute expects to offer one or more Research Associate positions of three to five years duration. The starting date will be 1 September, 2009. Applicants should have an excellent research record in astrophysics and postdoctoral experience. Fellows will be available for travel and other research expenses. The primary duty is to carry out original research in theoretical astrophysics, but senior researchers are also expected to contribute to the administration of the Institute. All applicants for senior research associate positions will also be considered automatically for postdoctoral fellowships. We would prefer electronic submissions. Please check <http://www.cita.utoronto.ca> for instructions. Applicants unable to access the web should mail a curriculum vitae, statement of research interests and arrange for three letters of recommendation to be sent to Professor L. Kolman, Acting Director, Canadian Institute for Theoretical Astrophysics, University of Toronto, 60 St. George Street, Toronto, Ontario, Canada, M5S 3H8. The deadline for applications and letters of recommendation is November 15, 2008. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

■ BIOLOGY – University of Western Ontario. Applications are invited for a 3-year limited term position in Biology commencing January 1, 2009. As a minimum, the preferred applicant will have a PhD in Biology or a related field, and appropriate training in University level teaching. The successful applicant will be expected to contribute to the department's commitment to excellence in teaching and provide evidence of his/her ability to teach at the undergraduate level. The successful candidate will be responsible for participating in the teaching of courses in general biology, including topics such as political biology, seminar in biology, and statistics and experimental design. Applications, including a curriculum vitae and names and addresses of three referees whom you may contact, should be submitted to: Dr. M. Brock Fenton, Acting Chair, Department of Biology, The University of Western Ontario, London, Ontario, N6A 3B7. Applications for this position will be accepted until November 30, 2008, or until a suitable candidate is found. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment of all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ BIOLOGY – Saint Mary's University. Saint Mary's University invites applications for a tenure-track position in Mammalian and/or Molecular Biology with applications to Forensic Science. The successful applicant will be cross-appointed in this Biology Department and the Forensic Sciences program. We are seeking to hire someone who can make meaningful contributions to both the new Pre-Health Sciences stream in the Biology Department (www.smu.ca/academic/science/biology) and our established Forensic Science diploma program (www.smu.ca/academic/science/forensics). Demonstrated excellence in teaching is preferred, with specific experience in association with Forensic Science training programs a significant asset. Excellent candidates in related biological/forensic disciplines will also be considered. Applicants must either have a PhD or be near completion of their dissertation. The successful candidate will be expected to develop a vigorous, externally-funded research program in their area of expertise. The appointment will commence on July 1, 2009, at a rank commensurate with the successful candidate's qualifications. Forensic Sciences has a well-established undergraduate diploma program and is looking for new opportunities to grow. The Biology Department has a young, research-oriented faculty. There are opportunities to supervise graduate students via the MSc in Applied Science program. The Biology Department has been successful in upgrading its infrastructure mainly through

slack scientific CFI grant proposals and a major renovation of the Science Building, funded by the University, has recently been completed. More details about the Department and Programs can be found at the websites noted above. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as determined by Saint Mary's University Collective Agreement. A complete application will include a CV, a description of a proposed research programme, a discussion of teaching philosophy and other relevant documentation, including the names, addresses and email contacts for at least three people who can supply a reference. Please submit applications to: Chair, Biology Department, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. The review of applications will begin on October 31, 2008 and will continue until the position is filled.

■ BUSINESS – University of Guelph. The Department of Business at the University of Guelph invites applications for one tenure track position in the area of accounting or financial management at the rank of Assistant Professor. Responsibilities of this position include instruction in the undergraduate commerce program and the pursuit of scholarly research. The University of Guelph is a top-ranked comprehensive university in Canada with an enrolment of more than 18,000 students. It is located in Guelph, Ontario (population of approximately 120,000) and is a one-hour drive west of Toronto, Ontario. The Department of Business is an integral part of the newly formed College of Management and Economics. Applicants should have (or be near completion of) an earned doctorate in Accounting, Financial Management or related field, with an emphasis on areas applicable to accounting. Applicants



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Tenure Track Positions Official Languages and Bilingualism Institute

The Official Languages and Bilingualism Institute (OLBI) of the University of Ottawa invites applications for two tenure track positions commencing on July 1, 2009.

POSITION IN APPLIED LINGUISTICS OR SOCIOLOGY OF LANGUAGE

The successful candidate will hold a Ph.D. in Applied Linguistics or Sociology of Language (or a related field), with one or more of the following specialties: teaching second or foreign languages to adults; the application of technologies in second language teaching; and, language planning and policy. The candidate will be able to teach graduate and undergraduate courses in his or her area(s) of specialization. In addition to teaching, the position requires research supervision of students and the development and direction of research projects. Preference will be given to candidates with university level teaching experience, who have a strong research program and publication record and who have been successful in obtaining grants. This is a tenure-track position with rank at the Assistant Professor level or higher, according to qualifications and experience.

PROFESSOR AND COORDINATOR, LANGUAGE TESTING SECTION

The successful candidate, an expert in the theoretical and practical aspects of language testing and language program evaluation, will have the mandate to lead OLBI in establishing its role at the forefront of language assessment in Canada. Required qualifications include (1) a doctorate with a strong measurement and evaluation component in a relevant field such as second language teaching or second language acquisition; (2) evidence of excellence in teaching; (3) potential for attracting external funding; and (4) skills in working collaboratively and with diverse populations. An established research agenda and publication record related to language assessment, second language program evaluation, and second language acquisition will be required. Responsibilities include teaching undergraduate/graduate courses in second language testing and program evaluation, supervising MA and PhD students, collaborating in the development and validation of proficiency tests in English and French within a bilingual context, and providing vision and leadership for the research work related to the testing activities of OLBI. In addition, the person accepting this position will carry out a robust personal research program, seek external funding, and participate in the activities of professional organizations. This is a tenure-track position with rank at the Associate Professor level or higher, according to qualifications and experience.

Please forward a cover letter, curriculum vitae, copies of recent publications as well as three confidential letters of recommendation sent under separate cover to:

Richard Clément, Director and Associate Dean
Official Languages and Bilingualism Institute, University of Ottawa
600 King Edward Ave., Ottawa ON, K1N 6N5
Tel: 613-562-5359; Fax: 613-562-5126
E-mail: Richard.Clement@uOttawa.ca

Deadline for applications: December 1st, 2008.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Equity is a University of Ottawa policy: Aboriginal peoples, members of minorities and persons with disabilities are encouraged to apply. In order to promote a representative workplace as it specifically relates to OLBI, men are also being encouraged to apply.

Salary is determined in accordance with the APUC Collective Agreement.

The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Official Languages and Bilingualism Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting.

Postes menant à la permanence Institut des langues officielles et du bilinguisme

L'Institut des langues officielles et du bilinguisme de l'Université d'Ottawa (ILOB) recherche deux professeur(e)s pour des postes menant à la permanence. La date d'entrée en fonction est prévue pour le 1er juillet 2009.

PROFESSEUR/PROFESSEUR, LINGUISTIQUE APPLIQUÉE OU SOCIOLOGIE DU LANGAGE

Le candidat devra détenir un doctorat en linguistique appliquée ou en sociologie du langage (ou dans un domaine connexe) dans l'une ou l'autre des spécialisations suivantes: l'enseignement des langues secondes ou étrangères aux adultes, l'application des technologies de pointe à l'enseignement des langues et l'aménagement linguistique. La personne choisie sera capable d'enseigner des cours de premier, deuxième et troisième cycles dans son domaine de spécialisation. En plus d'une charge d'enseignement, le poste comprend la supervision des projets de recherche des étudiants ainsi que le développement et la direction de projets de recherche. La préférence sera donnée aux candidats ayant une expérience de l'enseignement au niveau universitaire, un solide programme de recherche et de publication et qui ont démontré leur capacité à obtenir des subventions de recherche. Ce poste mène à la permanence et pourrait être comblé à un rang plus élevé que celui de professeur adjoint, selon les qualifications et l'expérience.

PROFESSEUR/PROFESSEUR ET COORDONNATRICE/COORDONNATEUR, SECTEUR DE L'ÉVALUATION DES COMPÉTENCES LANGAGIÈRES

La personne choisie, chef de file dans les dimensions théoriques et pratiques de l'évaluation des compétences langagières et celle des programmes de L2, aura comme mandat d'amener l'IOB à établir clairement comme acteur de premier plan dans le domaine de l'évaluation langagière au Canada. Les exigences requises comprennent (1) un doctorat avec une importante composante en mesure et évaluation dans un champ pertinent tel que l'enseignement ou l'acquisition de la langue seconde; (2) un dossier d'excellence en enseignement; (3) la capacité d'obtenir des subventions externes; (4) l'habileté démontrée pour le travail en équipe ainsi qu'avec des populations diverses. Un dossier de recherches et de publications en évaluation langagière, en évaluation de programmes de L2 ou en acquisition de la L2 sera considéré comme indispensable. Les fonctions comprennent une charge de cours en évaluation des langues et celle des programmes aux niveaux du premier, deuxième et troisième cycles, la direction de candidats à la M.A. et au Ph.D., et la participation à l'élaboration et à la validation de tests de compétence en français et en anglais dans un contexte bilingue. La personne choisie devra faire preuve de vision et de leadership dans les domaines de recherche liés aux activités d'évaluation de l'IOB. De plus, elle devra développer son propre programme de recherche, faire des demandes de subventions et participer aux activités d'organismes professionnels. Ce poste mène à la permanence et pourrait être comblé à un rang plus élevé que celui de professeur agrégé, selon les qualifications et l'expérience.

Prière d'adresser sa lettre de candidature, un curriculum vitae, une copie des publications récentes et trois lettres de recommandation confidentielles, envoyées sous pli séparé, à:

M. Richard Clément, Directeur et Doyen associé
Institut des langues officielles et du bilinguisme, Université d'Ottawa
600 avenue King Edward, Ottawa (Ontario) K1N 6N5
Tél.: 613-562-5359; Téléc.: 613-562-5126
Courriel: Richard.Clement@uOttawa.ca

Date limite pour la soumission des candidatures: le 1er décembre 2008.

Toutes les personnes qualifiées sont invitées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa souscrit aux principes d'équité et elle encourage les Autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature. Dans le cas particulier de l'IOB, afin de créer un milieu de travail représentatif, les hommes sont encouragés à postuler.

Le salaire est déterminé selon les dispositions de la convention collective de l'APUC.

L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme, vieille de plus de 150 ans. Par l'entremise de l'Institut des langues officielles et du bilinguisme, l'Université offre aux membres de son personnel et à leurs conjoints la possibilité de suivre des cours pour parfaire leurs connaissances de leur seconde langue officielle. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue.

www.uOttawa.ca

CARRIÈRES

must have a recognized accounting designation (CMA or CPA preferred), proven teaching experience at the postsecondary level, and practical business experience. This position would be ideal for someone with a passion for accounting who is interested in helping the Department grow our offerings in this area. Applicants must include a curriculum vitae, a list of teaching interests, a teaching philosophy statement and a sample of recent scholarly work. Applicants should arrange for two references to be sent under a separate cover. Applications should be submitted no later than November 30, 2008 to Dr. Julie Christian Hughes, Chair, Department of Business, University of Guelph, Guelph, Ontario, N1G 2W1. (Telephone: 519-824-1210 Ext. 56938, Fax: 519-824-3097, email: jchughes@uoguelph.ca). More information about the Department of Business and the College of Management and Economics can be found at www.uoguelph.ca. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities, and women. All qualified candidates are encouraged to apply. Women, Canadians and permanent residents will be given priority.

BUSINESS – University of Windsor. The University of Windsor, Office of Business Involves applications for a three-year limited-term faculty position in the area of Business Ethics commencing July 1, 2009 at the rank of Lecturer or Assistant Professor. The preferred candidate for this limited-term position must have a PhD in Business Administration or PhD in Business with a specialization/concentration in Business Ethics. For detailed position descriptions visit our website at: www.uwindsor.ca/facultysearch. Dr. Alan Conway, Dean, Dettie School of Business, University of Windsor, 401 Sun Ave., Windsor, ON N9A 3W9 (Canada) (519) 253-3000, Ext. 3091. Fax: (519) 973-7073. Email: aconway@uwindsor.ca. For information on the University of Windsor, visit the University of Windsor website at www.uwindsor.ca. Dr. Alan Conway, Director, Faculty Recruitment at 877-665-6666 Toll Free with No. 1 Canada, can collect outside of North America at 519-561-1437 or Email: recruitment@uwindsor.ca.

BUSINESS ETHICS – Saint Mary's University. The Sobey School of Business at Saint Mary's University invites applications for a tenure-track position in Business Ethics at the Assistant Professor level. The position will begin on July 1, 2009 or as soon thereafter as possible. The ideal candidate's primary teaching and research interests should be in business ethics, with a secondary competency in organizational behavior, human resource management and/or business policy/strategic management. Candidates are expected to have completed, or be near completion of a PhD. In one of these or related areas, must have strong methodological/analytical skills, and show potential for research productivity and teaching excellence. The successful candidate will be able to teach at both the undergraduate and graduate levels in addition to conduct research and supervising students. We contribute to the School's MBA and PhD programs. The Sobey School of Business at Saint Mary's University is a leading business school in Atlantic Canada and is home to five universities. It is conveniently located to major business hubs in other major urban centres in Canada and the Northeastern United States. For information about the University and Department, please see our website at <http://www.sobey-smu.ca>. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Applicants are asked to submit an up-to-date curriculum vitae, a letter describing teaching and research competencies in business ethics, and the names/contact information of three references. Dr. Russel Summers, Chairperson, Department of Management Selection Committee, Sobey School of Business, Saint Mary's University, Halifax, NS, B3H 3C3. Telephone: (902) 420-5774, Fax: (902) 420-5119. Review of applications begins on November 1, 2008 and we will continue until the position has been filled.

C

CHEMISTRY – University of New Brunswick, Fredericton. The University of New Brunswick, Department of Chemistry, Fredericton invites applications for a continuing (tenure-track) position at the Assistant Professor level to commence July 1, 2009 or soon thereafter. In particular, the Department of Chemistry is looking for applications in the areas of analytical or synthetic chemistry; preference will be given to applicants whose research interests are related to the strategic research plan of the Department, namely in the areas of biological or pharmaceutical chemistry, materials science. However, strong candidates in other disciplines will be given serious consideration. Qualifications for this position include a PhD in Chemistry and postdoctoral experience. Demonstrated excellence in research and excellent potential for teaching at the undergraduate and graduate levels are required. Candidates should submit a curriculum vitae, a list of publications, a research proposal which MUST be prepared in NERC 101 format (www.nerc.ca), and a statement of teaching philosophy to: Dr. Allan Adam, Chair, Department of Chemistry, University of New Brunswick, 30 Dineen Dr., Fredericton, NB, E3B 6E2. Email: chemchair@unb.ca; Fax: (506) 453-4493; <http://www.unb.ca/facultysearch/chemistry/>. Applicants should arrange for three (3) letters of reference to be sent directly to the Chair. Review of the applications will begin after November 15, 2008. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity. This position is subject to budgetary approval.

CHEMISTRY – Carleton University. Applications are invited for a tenure-track faculty position in the Department of Chemistry in the Chemistry Department at Carleton University. We are interested in candidates with a PhD in Chemistry and a strong background in research activities, clinical research management, and administrative duties. Successful candidates will have demonstrated excellence and commitment in both teaching and research. The successful candidate will develop a strong externally funded research program, supervise students, develop and teach undergraduate and graduate courses in the administration of a new program, Food Science and Nutrition. The Department has 17 full-time faculty members with research interests in all areas of chemistry as well as biochemistry. The Department of Chemistry is located in Ottawa, the capital of Canada and a major center of academic technology research and development. For more information about the Carleton University and the Department of Chemistry, please consult www.carleton.ca/chemistry. The successful candidate will submit a curriculum vitae, a statement of research interests, a statement of your teaching philosophy, and names of three references to: Dr. Brian Chai, Chemistry Department, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6, Email: bchai@carleton.ca. The deadline for applications is December 31, 2008 but applications will be considered until the position is filled. The start date for the position is July 1, 2009. Carleton University is strongly committed to fostering diversity in the workplace and is an equal opportunity employer. We are a source of excellence, cultural enrichment, and social justice. We welcome those who would contribute to the diversification of our faculty and scholarship. We are particularly interested in women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation. Candidates are encouraged to apply, but applications from Canadians and permanent residents will be given priority.

CHEMISTRY – Brock University. The Department of Chemistry at Brock University invites applications for a tenure-track position in Analytical Chemistry or in a closely related area. Applications will be considered at the Assistant Professor level from individuals with postdoctoral experience. International candidates will be considered at the Associate Professor level. The Department has a strong research focus in the areas of Chemistry and in Chemical Biology (www.brocku.ca/biochem). Applications are expected to include a detailed research proposal including plan-language summary and budget, with clearly-stated objectives and a teaching philosophy statement (or equivalent documentation that outlines the candidate's teaching experience and philosophy). Dr. Jeffrey Atkinson, Chair, Faculty Search Committee, Department of Chemistry, Brock University, 500 Glenridge Ave., St. Catharines, Ontario L2S 3L1. Email: jatkinson@brocku.ca. The candidates should also arrange for three letters of reference to be sent to the address above. Application materials should be submitted by email and until suitable candidates have been identified. The appointment will commence on July 1, 2009 or as soon thereafter as possible. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity. Invites applications from persons with disabilities, members of visible minorities, and people with disabilities are especially encouraged. Applicants are asked to submit a curriculum vitae, a statement of research interests, a letter of reference, and a letter of intent. Candidates who wish to be considered as a designated group as part of their application. Candidates who wish to be considered as a designated group as part of their application should fill out the Self-Identification Form available at <http://www.brocku.ca/employment>. The successful candidate will include the completed form with their application. More information on Brock University can be found on www.brocku.ca.

CHEMISTRY – McGill University. The Department of Anthropology and Archaeology at McGill University is seeking a full-time, tenure-track joint appointment in Chinese Archaeology at the Assistant Professor level to begin August 1, 2009. The Department members are especially interested in applicants whose research centers on material expressions of social identity that cut across boundaries, including class, gender/sexuality, age, ethnicity, or kinship, as expressed in the complex societies of pre-colonial and imperial China. Candidates should be prepared to teach undergraduate and graduate courses in Chinese archaeology, contemporary archaeology, and/or epigraphy to develop a research program in the field and have a strong commitment to research and publication. We are committed to developing the discipline of historical archaeology. The position has a salary level that is grant to the Lucie Foundation. A PhD in hand is expected at the time of appointment. For full consideration, please send a letter of interest, curriculum vitae, your curriculum vitae, a one-page statement of teaching philosophy, and a brief statement of research interests, including a list of addresses, of three references by November 1st, 2008 to Professor Grier Vetterli, Chair, Department of East Asian Studies, McGill University, 3434 McTavish, Montreal, Quebec, Canada, H3A 1N9. All qualified applicants are encouraged to apply. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is an English language institution; however, knowledge of French is an asset.

COMMUNICATION SCIENCES & DISORDERS – University of Western Ontario. The School of Communication Sciences and Disorders of the Faculty of Health Sciences at the University of Western Ontario invites applications for an externally funded faculty position (up to 2 years, renewable) as a clinical lecturer/supervisor in Audiology. Academic rank and salary will be commensurate with

applicant's qualifications. Duties include student practicum training and supervision in Audiology, carrying a general level of assessment and treatment of hearing disorders in children and adults, teaching clinical aspects of Audiology, and supervising research activities, clinical research management, and administrative duties. Successful candidates will have a PhD in Audiology and a Masters degree in the field of Audiology (AuD) and 2) hold or be eligible for licensure by the College of Audiologists and Speech-Language Pathologists of Ontario. Strong interest in research and professional practice issues and standards are essential. Preference will be given to candidates with at least five years of professional experience in Audiology involving a general caseload. The School of Communication Sciences and Disorders offers a Masters of Clinical Science degree in Audiology and Speech-Language Pathology. Faculty in the School participate in the MSc and PhD levels in the Graduate Program of Health and Rehabilitation Sciences. The School maintains the Ontario Hearing Clinic, a research and hearing clinic, which includes the provincially funded TALK and Infant Hearing Programs. With Audiology, speech and hearing sciences, the School offers a variety of services including infant assessment, pediatric amplification and hearing. With Speech-Language Pathology, the clinic provides specializations in preschool speech and language, speech and language disorders in school-age children, and adult and pediatric speech, voice, fluency and neurogenic communication disorders. The Faculty of Health Sciences also is the home of the National Centre for Audiology, a major research health care research facility in hearing science and audiology. Many faculty in the School of Communication Sciences and Disorders are cross-appointed to the National Centre for Audiology. The effective date of the position is January 1, 2009. Interested applicants should send a letter of application, relevant clinical, research, teaching and administrative experience and interests together with a curriculum vitae and the names, addresses and contact information of three references to: J.B. Orange, Director, School of Communication Sciences and Disorders, Room 1510 EB, University of Western Ontario, 613 St. Joseph St., London, Ontario, N6A 1H1. <http://www.uwo.ca/fhs/>. The deadline for receipt of applications is November 30, 2008. Please send all correspondence to the above address. Position is subject to budget approval and external funding availability. Applicants are asked to submit a curriculum vitae, a letter of intent, a research proposal, and a teaching philosophy statement. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified individuals, including visible minorities, Aboriginal people and persons with disabilities.

CONTEMPORARY LATIN AMERICAN LITERATURE – University of Toronto. The Department of Spanish and Portuguese, University of Toronto, invites applications for a tenure-track appointment in Contemporary Latin American Literature at the rank of Assistant Professor to begin July 1, 2009. The successful candidate will have a PhD in Spanish with a strong research record in contemporary Latin American literature and theory, evidence of potential for research and excellence in teaching; willingness to teach intermediate and advanced language courses; native or near-native fluency in Spanish and English. To complement existing strengths, the department is particularly interested in research on Mexico. A demonstrated secondary interest in Brazilian literature and culture and/or Transatlantic studies would be an asset. Salary will be commensurate with qualifications and experience. The University of Toronto has a diverse student population and offers many opportunities for interdisciplinary initiatives in research and teaching. We encourage you to submit your application to <http://www.uof.toronto.ca/facultysearch/contemporarylatinamericanliterature/>. Please ensure that you include a letter of application and a current CV and arrange to have three letters of reference sent to Prof. Stephen Rupp, Chair. Closing date for applications is November 14, 2008. If you are unable to apply online, please submit your application and all other materials to: Professor Stephen Rupp, Chair, Dept. of Spanish and Portuguese, 94 St. George Street, 4th Floor, University of Toronto, Toronto, Ontario, M5S 1K7. Email: srupp@chass.utoronto.ca. The University of Toronto is strongly committed to diversity in its community and especially welcomes applications from visible minority groups, women, Aboriginal peoples, persons with disabilities, members of sexual minorities groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

CONSEILING (EDUCATION) – University of Victoria. The Department of Educational Psychology and Leadership Studies (EPLS), University of Victoria invites applications for two tenure-track Assistant Professor positions in the area of Counselling Psychology to begin July 1, 2009. The first position is school or child/adolescent counselling and the second position is in assessment and counselling. Minimum Requirements: 1) Doctoral degree in counselling psychology or related degree in psychology. 2) One-year counselling internship or equivalent supervised experience. Preferred Qualifications: 1) Registered or eligible for registration as a psychologist with the College of Psychologists of BC. 2) Certification or eligibility for certification with CCA. 3) Successful record of teaching at the undergraduate level. 4) Graduate level teaching an asset. 5) Supervision of graduate students' practicum. 6) Successful research background. 7) Teaching background in at least two of the following areas: a) Child and adolescent development; b) Career development and counselling; c) Counselling skill training; d) Counselling theories; e) Multi-cultural counselling; f) Cognitive Behavioural Therapy; g) Assessment in counselling contexts. The successful candidate is expected to contribute to the development of a vibrant counselling psychology program. 2. Teaching of graduate and undergraduate courses. 3. Supervision of graduate students' research. The University of Victoria is an equity employer

and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. Applications should be sent by October 31, 2008. Send to: Dr. John Walsh, Chair, Department of Educational Psychology and Leadership Studies, Faculty of Education, University of Victoria, P.O. Box 3010 STN CSC, Victoria, BC, V8W 2N4. Email: edpsych@uvic.ca; Phone: (250) 721-7750, Fax: (250) 721-6190; <http://www.edpsych.uvic.ca>.

E

EAST ASIAN STUDIES & SOCIOLOGY – University of Toronto. The Faculty of Arts and Science, University of Toronto invites applications for a full-time tenure stream position at the rank of Assistant Professor in Asian Modernities, starting July 1, 2009. This position is a 49% appointment in the Asian Institute and a 51% appointment in other Departments of East Asian Studies of Sociology. The Asian Institute is a research and teaching centre for the study of Asia, including, among others, Southeast and Northeast Asia. The position will involve teaching responsibilities in the undergraduate and Master's degree programs in Asia Pacific Studies. These programs emphasize a comparative, interdisciplinary, and transnational approach to contemporary Asia. Further information about the Department of East Asian Studies and the

Department of Sociology can be found at the following links: www.class.utoronto.ca/ess/ and www.chass.utoronto.ca/sociology/. The ideal candidate would advance interdisciplinary, interregional and comparative scholarship on Asian modernities. Research and teaching interests should include emerging and novel ways of understanding modernity, its various forms, and its consequences in Asia. Topics can be for ranging and could include such issues as the city, gender and sexuality, emerging configurations of labor, land and capital, or media, science and technology. Scholars whose work focuses on Southeast and South Asia are encouraged to apply. Only applicants with PhD in hand by July 1, 2009, excellence in research and teaching, and demonstrated proficiency in at least one Asian language will be considered. Salary is commensurate with qualifications and experience. The closing date for applications is October 15, 2008. Please apply with a full CV, a teaching/office length writing sample and supporting letters to the administrative director of the Asian Institute, Ms. Margaret and Project Officer, Asian Institute at the University of Toronto, Munk Centre for International Studies, 100 St. George Street, 4th Floor, Toronto, Canada, M5S 3K7. Please arrange for three letters of reference to be sent to the address above and please use the cover and to arrive by the closing date. The University of Toronto is strongly committed to diversity in its community and especially welcomes applications from visible minority groups, women, Aboriginal peoples, persons with disabilities, members of sexual minorities groups, and others who may contribute to the further diversification of ideas. The University of Toronto is committed to research and teaching excellence and in one of the most diverse cities in the world. All qualified candidates are encouraged to apply. Canadians and permanent residents will be given priority.

ECONOMICS – University of Waterloo. The Department of Economics at the University of Waterloo seeks to fill its latest five tenure-track positions over the next three years. Candidates for professor or associate professor must possess a record of publication in major journals and excellence in research supervision. The Department will consider junior candidates, particularly those with some years of research and teaching experience and whose fields include theory, econometrics or international trade/finance. All candidates must demonstrate excellence at the potential for excellence as teachers. The University of Waterloo is committed to the advancement of qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified individuals are encouraged to apply; however, Canadians and permanent residents will be given priority. Send your application, including these references and a research paper, by regular mail, to: Dr. John Bullock, Chair, Department of Economics, University of Waterloo, 200 University Avenue West, Waterloo, Ontario N2L 3G1. The Department will begin the review process 1. November 1, 2008. The review process will continue until the positions are filled.

ECONOMICS – Memorial University of Newfoundland. The Department of Economics is seeking applications for a tenure-track position at the RANK OF ASSISTANT PROFESSOR in the area of COMMERCE. July 1, 2009. The Department is particularly interested in candidates with a specialization in Labour Economics, Regional Economic Development, or Energy Economics. However, exceptionally qualified candidates in other fields will be considered. Duties include undergraduate and graduate (Masters level) teaching and research. THE POSITION NORMALLY REQUIRES A COMPLETED DOCTORAL DEGREE IN ECONOMICS. LETTERS OF APPLICATION SHOULD BE SENT NO LATER THAN NOVEMBER 10, 2008 TO DR. NOEL ROY, HEAD,

THOMPSON RIVERS UNIVERSITY KAMLOOPS, BC

Thompson Rivers University Seeks Deans For Two Divisions

Thompson Rivers University (TRU) is British Columbia's fourth largest university, uniquely comprehensive, student-focused institution built on over 35 years of excellence in postsecondary education and training. The spectacular main campus is located in Kamloops (pop. 85,000); a prosperous city located just a 4 hour drive from Vancouver and in the heart of the southern BC interior, offering world class tourism and recreation, over 2,000 hours sunshine annually, and excellent cultural, social and economic opportunities. New training facilities were also recently opened at the regional campus in Williams Lake.

Almost 10,000 students attend TRU's programs on the two campuses each year, including over 1100 international students from about 65 countries and over 700 First Nations/Aboriginal students. Another 15,000 students register for distance and on-line courses. TRU offers a broad range of program options, including undergraduate and graduate programs, and certificates, diplomas, and degrees in business, health, education, and trades training, and university preparation. For more information go to www.tru.ca. TRU's strategic plan is available at www.tru.ca/president/strategic_plan.htm.

Dean of Tourism

The School of Tourism provides outstanding leadership for the tourism industry through its teaching and research programs in tourism management, trains internationally recognized professionals in adventure studies, and produces award-winning chefs, meat industry leaders and other associated food specialists. The scope and quality of the programs, and the excellent resources, geographic location and partnerships with industry provide outstanding opportunities for students and faculty and places the school of Tourism as a key provider of the knowledge, research and training to address the many emerging challenges in tourism and related industries. For more information on the School and its programs go to www.tru.ca/tourism.

TRU seeks a strong, innovative and entrepreneurial leader to guide the School of Tourism as it builds on its strengths within the University environment. Candidates for the Deanship should hold the most senior degree in their discipline and bring a strong record of success in teaching, program development and implementation, academic administration, and nationally-recognized contributions to areas relevant to the study of tourism. They will also possess the strong managerial, interpersonal and communication skills needed to foster excellence and innovation in others, and the demonstrated ability to develop and promote strong relationships with students, staff, government, industry, and community groups.

Dean of Trades and Technology

The School of Trades and Technology is a dynamic and innovative division of TRU, delivering comprehensive training in apprenticeship, entry-level and degree programming through traditional and flexible learning options. Excellent facilities and strong partnerships with industry, government, and the community provide outstanding opportunities for students, faculty and staff. Interdisciplinary collaborations with other academic divisions within the University have resulted in unique programs and research opportunities. For more information on the School and its programs go to www.tru.ca/trades.

TRU seeks a strong, innovative leader to guide the School of Trades and Technology as it builds on its strengths within the University environment. Candidates for the Deanship should hold a trade qualification, a baccalaureate degree, and preferably a Master Degree in an area relevant to the academic leadership of the School. They will bring a strong record of success in teaching, program development and implementation, academic administration, and nationally-recognized contributions to the knowledge of their discipline or the way it is taught. They will also possess the strong interpersonal and communication skills and the experience needed to foster excellence and innovation in others, and the demonstrated ability to develop and promote strong relationships with students, staff, government, industry, and community groups.

The review of applications will begin in early Fall 2008, but applications will be accepted until the position is filled. Documentation should include a covering letter of introduction, curriculum vitae and the names of all three references.

Please send applications to Dr. Mark Evered, Provost & Vice President Academic, Thompson Rivers University, Box 3010, 900 McGill Road, Kamloops, BC V2C 5H4 (or E-mail: mark.evered@tru.ca). In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. TRU is committed to the principles of employment equity. We will communicate with all who express interest.



CAREERS CARRIÈRES

DEPARTMENT OF ECONOMICS, MEMORIAL UNIVERSITY OF NEWFOUNDLAND, ST. JOHN'S, NL, CANADA, A1B 5X7. PHONE: (709) 737-8248, FAX: (709) 737-2094. EMAIL: NOEL.BOWEN@UNF.NL AND BE ACCOMPANIED BY A CURRENT CURRICULUM VITAE, A TEACHING DOSSIER, AND THE NAMES AND ADDRESSES OF THREE PERSONS WHO CAN SUPPLY A LETTER OF REFERENCE. Please see the Faculty of Arts display advertisement elsewhere in these pages for further details. Information about the department can be found on the department's web pages at <http://www.mun.ca/econ/home/>.

■ **ECONOMICS** — University of Alberta. The Department of Economics in the Faculty of Arts at the University of Alberta invites applications for a tenure-track position as Assistant Professor, starting July 1, 2009. We are especially interested in candidates with teaching and research interests in public economics. Qualified candidates should hold a PhD (or be close to completion), and

demonstrate outstanding potential for both teaching and research. Responsibilities will include teaching in both undergraduate and graduate student programs, student research supervision, and maintaining an active research program. Salary is commensurate with qualifications and experience. Applicants should send curriculum vitae, a letter describing their areas of research interest, a list of current research papers, and, if available, a teaching dossier and evaluations of teaching performance (in paper or by email) to: Dr. André Poiraud, Chair, Department of Economics, 8-14 Henry Martine Building, University of Alberta, Edmonton, AB, Canada, T6G 2H4. Email: Poiraud@ualberta.ca. Applicants must also arrange for three confidential letters of reference to be sent to the Chair. Closing Date: November 30, 2008. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on

the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ECONOMICS** — University of Victoria. The Department of Economics at the University of Victoria invites applications at the senior assistant or junior associate level, starting July 1, 2009. The Department is seeking applicants whose work can further the research goals of the University as described in the Research Themes at <http://www.uvic.ca/research/>. These research themes overlap with health, development, and international economics, among other areas of economic research. Applicants should have demonstrated excellence in research and must have the potential to make a significant contribution to the Department's research capacity including publishing in the top economics journals. The Department

has active MA and PhD programs and candidates are expected to be able to provide graduate level instruction in a core area, as well as supervision and teaching in their area of specialization. Candidates should also have demonstrated excellence in teaching and research. For more information about the Department is available on its Website at <http://web.uvic.ca/recon>. The University of Victoria is an equal employer and encourages applications from women, persons with disabilities, visible minorities, and Aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. Qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Please mail applications, including curriculum vitae, the names of three referees and a current research paper, to: Search Committee Chair, Department of Economics, University of Victoria, PO Box 1700 STN CSC, Victoria, BC, V8W 2Y2, Canada. Applications are requested to arrive for at least three letters of reference to be mailed directly by the referees to the Chair of the Search Committee. Applications should be submitted as soon as possible. The deadline for the receipt of applications and letters of reference is December 1, 2008.

■ **ECONOMICS** — Dalhousie University. Applications are invited for a probationary, tenure-track position at the senior level in the Department of Economics, Oshesee University, commencing July 1, 2009. The position will require teaching and supervision at the undergraduate and graduate levels, and research leading to peer-reviewed publications. Outstanding candidates in any field of economics will be considered. Candidates should have a completed, or almost-completed PhD, and have a strong commitment to teaching and research. Candidates should write to the Chair, Selection Committee, Department of Economics, Dalhousie University, Halifax, NS, Canada, B3H 3J5, enclosing a full curriculum vitae, sample research papers, and teaching evaluations, if any. Please arrange to have three referees send letters of evaluation (sent in under separate cover). The closing date for applications is November 30, 2008. You can follow the link "Economics at St. George" for further information about other economics programs at the University of Toronto. To apply for the position, please visit <http://www.economics.utoronto.ca/apply>. The deadline for applications is November 26, 2008. To be considered for the position, applicants must submit a teaching portfolio and curriculum vitae and arrange for three letters of reference to be sent to Professor Miguel Faig, Department of Economics, 121 Kipling Centre, University of Toronto Mississauga, 1000 University Ave. North, Mississauga, Ontario, Canada L5L 1C6. The University of Toronto is strongly committed to diversity and especially welcomes and encourages applications from visible minority persons, women, Aboriginal persons, people with disabilities, and members of other minority groups, and others who may contribute to the further diversification of the University. Qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **ECONOMICS** — Queen's University. The Department of Economics at Queen's University expects to have one tenure-track position at the Assistant Professor level beginning July 1, 2009, subject to budgetary approval. Exceptional candidates at the Associate Professor level will also be considered. Fields of particular interest are theoretical and applied microeconomics, development economics, economic history, and financial economics, and outstanding candidates in any field are encouraged to apply. Candidates should have a PhD completed or near completion and have excellent qualifications for research and teaching. Salary is commensurate with qualifications and experience. Complete applications should be sent to the Chair, Department of Economics, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Three letters of reference should be sent directly by the referees. The University invites applications from all qualified individuals, regardless of race, gender, sexual orientation, or other personal characteristics. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, Aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at <http://www.qufa.ca>.

■ **EDUCATION** — University of Alberta. The Department of Secondary Education, Faculty of Education, invites applications for a full-time tenure-track position at the Assistant Professor level in Curriculum Studies in the Media and Youth Culture. This position involves working in undergraduate teacher education and graduate studies. The successful candidate will have a doctorate degree and school teaching experience from one of the areas of media, art, design, English language arts, social studies or career and technology education. Preference will be given to candidates who demonstrate an interdisciplinary focus in their work and who research in the areas of media and youth or popular culture. Responsibilities will include teaching curriculum and teaching courses in the undergraduate teacher education program, graduate student supervision, program development, and research and scholarship publication. Applications should include a letter outlining potential contributions to the Department in teaching and research, a curriculum vitae, a sample of scholarly work, and the names of three referees. Consideration of applications will begin January 2, 2009 and will continue until an appointment is made. Short-listed candidates should be available for an interview in February. Interested applicants may apply to: Elaine Simet, Chair, Department of Secondary Education, 343 Education South, University of Alberta, Edmonton, Alberta, Canada, T6G 2G5. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **EDUCATION** — Cape Breton University. Cape Breton University (CBU) is located on Cape Breton Island, Nova Scotia's tourism centerpiece and home to rich Celtic, Mi'kmaq, and Acadian culture. CBU has a reputation for small class sizes, strong community involvement, and strong internal support for faculty research. Already recognized as a leader in post-certified teacher education, Cape Breton University (CBU) is currently preparing to develop and deliver a sixteen-month, 60-credit, post-baccalaureate Bachelor of Education (Elementary and Intermediate/Secondary Education) program expected to begin in May 2009 (pending MPHEC approval). This student-centered, system-responsive, professional teacher preparation program will maintain the strong links that CBU has enjoyed for many years with its School Board partners and will ensure standards of excellence are maintained in both theoretical and practice elements of the program and critical component in preparing to deliver this end-of-the-program with the Education Department, the School of Computer Health and Wellness at CBU is seeking applications from qualified individuals interested in full-time, tenure-track and/or term appointments in Education, ex-

perience. Complete applications will be reviewed commencing 24 November 2008. To apply, visit <http://www.cbunews.ca/recruit> and fill in the electronic application form. Applicants should also send a letter of application, curriculum vitae, and copies of research papers to Professor James MacKinnon, Head, Department of Education, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Three letters of reference should be sent directly by the referees. The University invites applications from all qualified individuals. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, Aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at <http://www.qufa.ca>.

■ **EDUCATION** — University of Michigan. The Department of Economics at the University of Toronto Mississauga invites applications for a full-time, tenure-track position. The appointment will be the rank of Lecturer and will be effective July 1, 2009. The reference number of the position will be renewed annually to a maximum of five years. In the fifth year of service, Lecturers shall be reviewed and a recommendation made with respect to promotion to the rank of Senior Lecturer. We seek an enthusiastic and innovative individual who is interested in establishing a long-term academic career. The successful candidate will be expected to make a strong contribution to our undergraduate economics program, and teach intermediate microeconomics and possibly introductory microeconomics, quantitative methods, and other year courses dedicated to the Commerce program. The candidate must have a demonstrated record of outstanding teaching and have earned a PhD in Economics by July 1, 2009. Salary is commensurate with qualifications and experience. Inquiries about the Department of Economics at the University of Toronto Mississauga are available at <http://www.utm.utoronto.ca/econ>. You can follow the link "Economics at St. George" for further information about other economics programs at the University of Toronto. To apply for the position, please visit <http://www.economics.utoronto.ca/apply>. The deadline for applications is November 26, 2008. To be considered for the position, applicants must submit a teaching portfolio and curriculum vitae and arrange for three letters of reference to be sent to Professor Miguel Faig, Department of Economics, 121 Kipling Centre, University of Toronto Mississauga, 1000 University Ave. North, Mississauga, Ontario, Canada L5L 1C6. The University of Toronto is strongly committed to diversity and especially welcomes and encourages applications from visible minority persons, women, Aboriginal persons, people with disabilities, and members of other minority groups, and others who may contribute to the further diversification of the University. Qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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■ **ELECTRONICAL/COMPUTER ENGINEERING** — University of Waterloo. The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenure-eligible positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the following areas: 1. Nano Electronic Mechanical Systems leading to biotech and related medical applications; 2. Next generation patterning techniques in the nanoscale and advanced lithographic technologies for nano-fabrication; 3. Low dimensional quantum structures leading to potential applications in the device level; 4. Radio Frequency Micro Electro Mechanical Systems (RF-MEMS) expanding into new, RF-related areas including bio-medical and RF nano-electronic devices. Large area electronics with expertise in thin film technologies at both material and device levels and potentially leading to novel applications. The ECE department is home to the Glaxo-Nano Laboratory (<http://ece.uwaterloo.ca/~ece/nano>) and the Integrated RF Engineering (<http://www.ece.uwaterloo.ca/~ece/irfe>), both excellent fabrication and characterization facilities with state-of-the-art infrastructure. In addition to these existing facilities, the ECE department will also be an active partner of the Quantum Nano Center (QNC), a new research and research infrastructure to be completed by year 2010. Applicants should have earned a doctoral degree in Electrical Engineering, Engineering Physics, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Positions are competitive and are determined according to the successful applicant's accomplishments, experience, and qualifications. The department currently has more than 75 faculty members and is in the process of expanding its research and teaching members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international students, with an enrolment of more than 450 graduate students. The undergraduate programs are in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Channon School of Com-



The University of Western Ontario | Faculty of Social Science Aubrey Dan Program in Management & Organizational Studies

Management and Organizational Studies (MOS) is an innovative and rapidly expanding interdisciplinary undergraduate program in the Faculty of Social Science at The University of Western Ontario with over 2,100 students enrolled. This unique program combines management studies with a strong foundation in the social sciences, and currently offers Majors in Accounting, Organizational and Human Resources Management and Organizational Studies, and Commercial Aviation Management.

Danpac Private Equity Chair in Accounting

Applications are invited for the endowed Danpac Private Equity Chair in Accounting. Appointment could be made at the full Professor or Associate (tenured or tenure track) level. Applicants should have a doctorate in Accounting, with a strong record of scholarly research, publications, and teaching, or evidence of potential in these areas. Candidates are expected to have a professional accounting designation. The Chair will liaise with professional accounting bodies, and teach and mentor undergraduate students in accounting. A strong research focus is essential. Applications will be welcome from candidates in all areas of accounting. Candidates demonstrating a commitment to working in an interdisciplinary environment are especially encouraged.

Rank and salary will be commensurate with previous performance, qualifications and experience in accordance with the Collective Agreement. The appointment is effective July 1, 2009.

Applicants can learn more about the MOS Program at www.mos.uwo.ca.

A curriculum vitae, evidence of successful teaching, and three academic letters of reference should be sent to Professor Mitch Rothstein, Director, Aubrey Dan Program in Management and Organizational Studies, The University of Western Ontario, 1151 Richmond Street, Social Science Centre, Room 3208, London, Ontario, N6A 5C2. Applications will be accepted until January 15, 2009 or thereafter until the position is filled. Files will be reviewed prior to the deadline.

Position subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people, and persons with disabilities.



Assistant or Associate Professor, Material Culture and Curatorship

The Department of Human Ecology, University of Alberta, invites applications for a tenure track Assistant or Associate Professor position in the area of Material Culture and Curatorship.

The Department offers a BSc in Human Ecology with majors in Textiles and Clothing and Family Ecology; a combined BSc/Ed; thesis and course-based Masters degrees with specializations in Material Culture, Textiles and Clothing, Family Ecology and Practice, and Aging; and a PhD degree in Human Ecology. The Department is home to the Clothing and Textiles Collection, a teaching and research resource housed and exhibited in state-of-the-art facilities. The Collection comprises over 18,000 artifacts representing more than 250 years of history from Western and non-Western cultures. It has particular strengths in women's 19th and 20th century fashion, Canadian quilts, and Guatemalan and Indonesian textiles. The Department of Human Ecology is extending its research and programming in Material Culture with the newly-established Material Culture Institute, an interdisciplinary initiative that unites scholars and stimulates research in the diverse fields that contribute to the study of Material Culture. For further information see <http://www.ates.ualberta.ca/hecol/>

Key responsibilities of the position include:

- serving as Curator of the Clothing and Textiles Collection.
- The Curator will develop a long-term vision and a national and international research profile for the Collection.
- Specific responsibilities include promoting and facilitating use of the Collection for interdisciplinary research, teaching and public outreach; securing supplementary funding for Collection maintenance, enhancement and promotion; determining policies regarding Collection growth and mandate; acquisition of artifacts, and Collection inventory and documentation.
- establishing an independent object-based research program in material culture.

- teaching undergraduate and graduate courses including material culture and historic dress.
- supervising graduate students.

Applicants must have:

- a PhD in human ecology, material culture studies, museum studies, history related to clothing and textiles, or other relevant area,
- a successful record of scholarship in material culture, curatorship and/or museum studies, or other specialized discipline relevant to the position;
- demonstrated ability curating in a museum or other collection, preferably dealing with clothing and textile artifacts;
- demonstrated excellence in university teaching and the ability to contribute to interdisciplinary educational and research programs; and
- a collaborative working style that is a good fit with the Department of Human Ecology

The preferred start date for this position is July 1, 2009 but the competition will remain open until the position is filled. To apply, please submit a cover letter that addresses the requirements of the position and describes the focus of your scholarship, curriculum vitae, teaching dossier, sample publication and the names and contact information for three referees. Review of applications will commence December 1, 2008.

Interested applicants may apply to:

Deanna Williamson, Chair
Department of Human Ecology
Room 302E Human Ecology
University of Alberta
Edmonton, AB T6G 2N1
Email: deanna.williamson@ualberta.ca
Phone: 780-492-5770
Fax: 780-492-4821

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

www.careers.ualberta.ca

CAPEEES CARRIÈRES

puter Science), Mechanical Engineering offered jointly with the Departments of Mechanical and Mechatronics Engineering and Systems Design Engineering, and Nano-technology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <http://ecceadmind.uwaterloo.ca>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

ELECTRICAL & COMPUTER ENGINEERING (SIGNAL PROCESSING) – University of Waterloo. The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/faculty positions at the ranks of Assistant Professor, Associate, or, in very special cases, Full Professor in the following areas: 1. Signal Processing, with emphasis on the following sub-areas: the theory of signal processing (e.g. sparse sampling, compressed sensing, etc.), multimedia processing (including speech, audio and video processing), and biomedical signal processing; 2. Mechatronics and Control, with a strong background in mechatronics and expertise in the area of control systems; 3. Control Systems, with a record of high quality theoretical research and ideally expertise in a significant application area. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 450 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechanical Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the Uni-

versity, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <http://ecceadmind.uwaterloo.ca>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

ENGLISH – Carleton University. The Department of English at Carleton University invites applications for two tenure-track positions at the rank of Assistant Professor, to begin July 1, 2009. Applicants must have a PhD in English Literature. We are seeking candidates with expertise in any one of the following three fields: a) Contemporary British Literature; b) Literatures of Australian, New Zealand and the Pacific Rim; and c) Modernist Literature. Applicants should have a PhD in English Literature, a strong commitment to both research and teaching. The successful candidate will be expected to teach in both undergraduate and graduate programs; our new PhD in the Production of Literature; to develop a program of research leading to significant peer-reviewed publications; and to contribute effectively to academic life in the department. Applications will be reviewed by the search committee on October 15, 2008. All applications should include a letter of application, a curriculum vitae, academic transcripts, three letters from referees, teaching evaluations, and samples of writing or published work. Please arrange to have these materials forwarded to Paul Keen, Chair, Department of English, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5S6. Carleton University is strongly committed to fostering a diverse and inclusive community, a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to further diversification of our faculty and its scholarship, including but not limited to, women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply but applications from Canadians and permanent residents will be given priority.

ENGLISH – University of Ottawa. The Department of English at the University of Ottawa invites applications for a tenure-track position for a specialist in Restoration and eighteenth-century literature at the rank of Assistant Professor. The appointment will commence on July 1, 2009. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. The successful candidate will participate in undergraduate and graduate teaching programs as well as in other academic activities within the department. For more details on our programs and this position, please visit www.uottawa.ca/academic/arts/english/. Salary is commensurate with qualifications and experience, and in accordance with the expanded University Collective Agreement. Send your curriculum vitae, transcripts, a writing sample, and have three confidential letters of reference sent directly to Dr. Frans De Bruyn, Department of English, University of Ottawa, 70 Laurier Street, Ottawa, Canada, K1N 6N5. The deadline for applications is November 20, 2008. The Uni-

versity of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Official Languages and Bilingualism Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting, in accordance with Immigration Canada regulations, all qualified individuals are invited to apply; however, preference is given to both Canadian citizens and permanent residents. The University of Ottawa also has an employment equity policy. We therefore strongly encourage women, Aboriginal people, members of visible minorities and persons with disabilities to apply.

ENGLISH – University of Toronto Scarborough. Applications are invited for a tenure-track position at the rank of Assistant Professor in Canadian Literature, Department of Humanities, University of Toronto Scarborough (UTSC), to begin July 1, 2009. Candidates must have a PhD in hand, with a specialization in Canadian Literature. A focus on poetry or drama would be particularly welcome. The department also encourages applications from scholars who engage with the teaching of literature in a variety of ways, demonstrate an interest in aboriginal literature. Duties include undergraduate teaching, graduate teaching and supervision, and research. Applicants must demonstrate excellence in both research and teaching. Salary will be commensurate with qualifications and experience. The University of Toronto is a campus university with a unitary Graduate Department of English. UTSC is a research-intensive faculty within the University of Toronto with an interdisciplinary commitment and a multicultural student body speaking a wide range of languages. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All interested candidates should send their curriculum vitae and a letter of application to the Department can be found at www.utsu.utoronto.ca/~humanities/index.html, and on the graduate Department of English at www.utoronto.ca/english. Applicants should apply online at www.jobs.utoronto.ca/faculty.htm (Internet Explorer and PC required). Job Number 800955. Please ensure that you include a letter of application, a current curriculum vitae, a writing sample and teaching materials. Three letters of reference should be sent directly to Professor William R. Bowen, Chair, Department of Humanities, University of Toronto Scarborough, 1265 Military Trail, Toronto, ON, M1P 1A4, Canada. Reference letters and large documents may also be submitted electronically to CanLitSearch@utoronto.ca. The closing date for applications is October 22, 2008. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal peoples, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of our faculty. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

ENGLISH – University of Waterloo. The Department of English Language and Literature at the University of Waterloo invites senior scholars to apply for an open-rank open-field position in English Literature. The Department will consider applicants working in all areas of literature in English, including historical periods; national, diasporic, global, or digital literatures; and cultural movements, genres, or theories. Candidates for this position must have an exceptional research and publication record; having a strong record of external funding will be considered a significant asset. In addition to undergraduate programs in Literature, Literature and Language, and Rhetoric and Professional Writing, our Department offers innovative MA programs in Literary Studies and in Rhetoric and Com-

munication Design, as well as a unique PhD that integrates Literary Studies with fields of Rhetoric, Writing, Discourse and Text Analysis, and Digital Media Theory and Design. As the Department promotes an integrated research approach, secondary expertise in any area of rhetoric or language study will be considered an asset. The teaching load in English at Waterloo is 2 + 2, which normally includes one graduate course. Salary will be commensurate with rank and experience. Please visit our website at <http://english.uwaterloo.ca> for more information about the Department. An appointment date of July 1, 2009 is preferred. The successful candidate will have the opportunity to participate in the growth of Graduate Studies and the Humanities in the University of Waterloo's Faculty of Arts. The Faculty of Arts is the largest of the six Faculties at the University of Waterloo. Re-entitled include the establishment of the Balliol School of International Affairs and the School of Design. The University of Waterloo is a research-intensive public institution, with the largest and most successful cooperative education program in North America. In last year's Maclean's Magazine multicultural survey, Waterloo was named one of the top three most diverse universities in the country and has ranked as the "Best Overall" university in Canada in the national reputation survey in 12 out of the last 15 years. The University is located in

Waterloo, a mid-sized city one hour from Toronto and fifty minutes from Pearson International Airport. Consideration of applications will begin on November 26, 2008. Please send a letter of application, a curriculum vitae, and a sample of published scholarship, and arrange for three letters of reference to be sent to: Dr. Fraser Eason, Chair, Department of English Language and Literature, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

ENVIRONMENTAL SCIENCES – University of Toronto. The Department of Geography and the Centre for Environment, University of Toronto, invite applications for a joint tenure-stream appointment in Geography and environment. Possible areas of research include: energy, water, environmental policy, ethics, or governance but we encourage applications from all qualified individuals with environmental interests. The appointment will be at the rank of Assistant Professor and will begin on July 1, 2009. Salary will be commensurate with qualifications and experience. The appointment will be expected to contribute to teaching in the Doc-

toral, Master's and Bachelor's programs in the Department of Geography and Centre for Environment. The successful candidate must have a PhD in geography, environment or a closely related field, an established record of high quality scholarly research and publications, and a demonstrated commitment to excellence in teaching. Any inquiries about the position should be sent to chair@geog.utoronto.ca. Additional information on the Department of Geography can be found at <http://www.geog.utoronto.ca>, and on the Centre for Environment at <http://www.environment.utoronto.ca>. Please submit your applications via the online university jobsite at www.jobs.utoronto.ca/faculty.htm. To access the ad, select "review our current academic positions" and search job number 606024, or keywords "geography and environment". If you are unable to use the online system, these may be mailed to: Professor Virginia W. Madden, Chair, Department of Geography and Program in Planning, University of Toronto, Room 5047, Sidney Smith Hall, 100 St George Street, Toronto, Ontario, Canada, M5S 3G3. Applications should include a curriculum vitae, a statement outlining current and future research interests, examples of publications, and materials relevant to teaching experience. Applicants should also ask three referees to write letters directly to Professor Madden in PDF format. Applications will begin October 15, 2008. All materials must be re-

Altius-NSERC Industrial Research Chair in Mineral Deposits Department of Earth Sciences

MEMORIAL UNIVERSITY

The Department of Earth Sciences at Memorial University seeks candidates for the newly created Altius-NSERC Industrial Research Chair in Mineral Deposits. We are seeking a tenure-track, Assistant or Associate Professor level candidate involved in investigations of a range of mineral deposit types and environments. These investigations are aimed at understanding the nature of the fundamental processes controlling mineralization, including, but not limited to, understanding crustal fluid pathways, and controls of acquisition, transport and deposition of solutes in aqueous, silicate or sulfide fluids. The candidate should have the ability to use or develop leading edge scientific, analytical or experimental tools for the studies of ore deposits. In addition, the candidate should demonstrate interest and ability to conduct field-based studies, work in the field with students, and liaise with industry partners.

Candidates will be evaluated on the basis of the following selection criteria: PhD in Earth Sciences; exceptional record of peer-reviewed research related to mineral deposits; capacity to develop and lead a high quality research program in mineral deposits, at least some of which will be based on projects in Newfoundland and Labrador, funded through external awards including industry partners; potential for, and demonstrated experience in, interacting with industry partners in mineral deposit research activities; demonstrated interest and ability to conduct and support field-based studies involving students and industry partners; demonstrated history of, or potential for, and commitment to, effective mentoring of students and teaching excellence at the undergraduate and graduate level; expertise or familiarity with one or more analytical techniques supported by the Inco Innovation Centre (<http://www.inco.ca/innov>) and the Department of Earth Sciences (<http://www.mun.ca/earthsciences/about/>); ability and potential to collaborate with existing faculty active in mineral deposit research and specialists in other sub-disciplines, and suitability as an applicant for an NSERC Industrial Research Chair (IRC) (http://www.nserc.gc.ca/professors_e.asp?nav=profnav&dbi=c1). Ongoing research programs in mineral deposits are being carried out at Memorial on a variety of one types including magmatic nickel sulfides, uranium, and base and precious metals.

The selected candidate for the Chair must be eligible for an NSERC Associate Industrial Research Chair and the appointment is contingent on the success of the IRC application. Stated objectives of NSERC Industrial Research Chairs include: (i) assist universities in building on existing strengths to achieve the critical mass required for a major research endeavor in science and engineering of interest to industry; and (ii) provide an enhanced training environment for graduate students and, where appropriate, postdoctoral fellows, by exposing them to research challenges unique to industry and the opportunity for significant ongoing interactions with the industrial partner(s).

Altius Minerals Corporation, the industry partner and co-sponsor of the Chair, is a leading Newfoundland and Labrador-based mineral exploration company with a well established track record of exploration success, community involvement and environmental commitment. Altius is committed to supporting mineral deposits research excellence with a focus on the natural resources of the province of Newfoundland and Labrador (<http://www.altiusminerals.com/index.php>).

Memorial University is the largest university in Atlantic Canada offering diverse undergraduate and graduate programs to more than 18,000 students. Being the only university in the province, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities (<http://www.stjohns.ca/index.jsp>).

Memorial University has one of the largest and most diverse Earth Science departments in Canada. With over 30 faculty members including 3 Canada Research Chairs, over 15 staff members, and leading-edge teaching and research facilities, the department is able to offer high quality undergraduate and graduate degree programs. In addition, Memorial University's CREAT (<http://www.mun.ca/creat/ma/ICPMS.php>) network is accessible to all faculty and offers additional analytical and experimental facilities, many overseen by faculty in the Department of Earth Sciences.

Applications must be received by October 31st, 2008. Candidates should submit a letter of application with the names and addresses (including email) of three referees, current curriculum vitae, and a statement of planned research program and teaching interests to: Chair, Altius-NSERC Search Committee, Department of Earth Sciences, Memorial University of Newfoundland, St. John's, NL, Canada A1B 3X5, or, preferably email applications in PDF format to: Altius-NSERC Search Committee cfo_diane@esd.mun.ca.

Additional information is available at www.mun.ca/earthsciences/about/ or by contacting Dr. John M. Hanchard, Head of Earth Sciences at head@esd.mun.ca or by telephone at 709-737-2334.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities and candidates eligible for NSERC University Faculty Awards are encouraged to apply.

You & Your CAUT Bulletin...

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Fax: 613-820-7244

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UNIVERSITY OF NORTHERN BRITISH COLUMBIA

SEIZE THE OPPORTUNITY

The University of Northern British Columbia (UNBC) is a young and dynamic university, internationally recognized for its academic and research programs. Bring your fresh outlook and energy to the UNBC community as the next...

PRESENT AND FUTURE CHANCELLOR

This is an opportunity to make an impact. Build upon the community's pride and champion the University's development. Engage the Prince George and regional campuses with your enthusiasm, approachability, and integrity. Support collaborative research and teaching initiatives within an environment that is rich in diversity and cultural heritage. Embody the spirit and values of this bold institution.

You have a track record as a collaborative, inclusive leader and people manager who inspires excellence in faculty, staff and students. You build partnerships, recognize opportunities, and take action. Advance the vision and guide UNBC into the future.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. All responses to The Caldwell Partners are confidential. Please indicate your interest in Project 8989 through the "For Candidates" section of www.caldwell.ca, by email to Vancouver@caldwell.ca, or in writing to 850-1095 Pender Street, Vancouver, B6E 2M6.

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CAREERS CARRIÈRES

Clinical Psychologist Department of Psychology

The Department of Psychology at Memorial University of Newfoundland invites applications for a tenured or tenure-track faculty position in Clinical Psychology at the rank of Professor or Associate Professor (VPA-PSYC-2007-003). The successful candidate will have a doctorate from a CPA or APA accredited programme and internship in clinical psychology, and will be Registered or eligible for Registration in Newfoundland and Labrador. We seek a person with experience supervising doctoral level clinical graduate students, and who also has a strong record of teaching and research.

Pending the availability of funds, the department will begin a PsyD. programme in Fall 2009 that follows a scholar-practitioner model, and new space for the associated clinic has been secured. The successful candidate will serve a three-year term with the possibility of renewal as Director of Clinical Training when the current director steps down. The University's strategic plan calls for an expansion in graduate education, and the PsyD. programme represents a first step in implementing new degree offerings in the Department. The successful candidate will also play a key role in considering the development of a clinical-science PhD. programme in clinical psychology. The Department of Psychology has very close relations with the University's Counselling Centre, which offers a CPA accredited predoctoral internship training programme, as well as excellent relations with the Faculty of Medicine and many local community health boards.

Applicants should send (1) a curriculum vitae; (2) a statement of their approach to clinical training and clinical practice; (3) a statement of their research interests; (4) a statement of their teaching interests and evidence of effective teaching; and (5) the names and contact information of three referees to Dr. Ian Neath, Head, Department of Psychology, Memorial University of Newfoundland, St. John's, NL, A1B 3X9. Electronic submissions may be sent via e-mail to neath@mun.ca. The appointment will begin on July 1st 2009 or as soon as possible thereafter. The closing date for the position is November 1, 2008.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programmes to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is part of a lively and engaging scientific, arts, and engineering community which maintains an inventory of available positions for qualified partners. Partners of candidates for this position are invited to include their resume for possible matching with other job opportunities.

All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. Informal inquiries are welcomed. We will not contact referees without first notifying the applicant.

MEMORIAL UNIVERSITY

received by November 14, 2008. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. We offer opportunities to work in many collaborative programs, including Aboriginal, Canadian, ethno-cultural, sexual diversity, gender and women's studies. The University of Toronto offers the opportunity to conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ ENVIRONMENTAL ENGINEERING — University of Waterloo. The Department of Civil & Environmental Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position in the area of Water/Wastewater Treatment Processes and/or Environmental Chemistry at the rank of Assistant or Associate Professor. Candidates are sought with a strong background either in treatment processes of environmental chemistry and with expertise relevant to engineered or natural aquatic systems. The successful candidate must complete the Environmental and Water Resources Engineering Research Group in the Department of Civil & Environmental Engineering, which presently includes faculty with interest in water/wastewater treatment, water quality, hydraulics, hydrology, and hydrogeology. Applicants with a PhD in Civil, Environmental or Chemical Engineering, Applied Chemistry, or a closely related field will be considered. Applicants should be eligible for Professional Engineering registration in the Province of Ontario. Applicants should have a demonstrated ability or have clear potential for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills, to be able to supervise graduate students, and to teach undergraduate and graduate courses in a wide range of Environmental Engineering subjects. These include environmental chemistry and physico-chemical processes for water and wastewater treatment. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Interested candidates are invited to submit detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at

least three references. Send to Professor Wayne Parker, Chair of the Search Committee, Department of Civil & Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Further information is provided at the department web site (<http://www.civil.uwaterloo.ca/>). Applications will be considered at any time until the position is filled.

■ ENVIRONMENTAL FINANCE — University of Waterloo. The University of Waterloo invites applications for a tenure-track position in environmental finance at the level of Associate Professor or Professor in the Centre for Environment and Business (CEB). We seek an emerging leader in the Faculty of Environment. The selected candidate will hold a research Chair created in partnership with the Government of Canada (GOC), participate in undergraduate and graduate level teaching of subjects related to the areas listed below, and supervise graduate students. Opportunities exist for broad collaborations across the University. More information about the nature and content of this position, the Faculty of Environment, and CEB may be found through links at <http://www.environment.uwaterloo.ca>. Financial "tools" and disciplines have a vital role to play in leading businesses into a new era of profit with sustainability and social responsibility initiatives. As a leading architect of such tools, the Export Development Canada Chair will be expected to focus on one or more of the following areas: 1. Environmental Finance products, tools and services; 2. Carbon Finance and economics, or other approaches to environmental finance; 3. International capital projects, risk and contribution to sustainable development; 4. Financial performance, sustainability performance, and environmental disclosure; 5. Sector governance and codes. Applicants should have a PhD, a demonstrated record of excellence in research and the potential to develop an internationally recognized interdisciplinary research program in environmental finance. The search committee will begin to review applications on October 1, 2008 and will continue accepting applications until the position is filled. Please send enquiries and applications consisting of a letter of intent, curriculum vitae, copies of recent publications, a statement of research and teaching interests, and names and contact information of four referees to: Dr. Steven B. Young, Director, Centre for Environment & Business, Faculty of Environmental Studies, University of Waterloo, 200 University Avenue W, Waterloo, Ontario, Canada, N2L 3G1. E-mail: sbyoung@uwaterloo.ca; Tel: 513-888-4567 x38419. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and in-

dividuals with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ ENVIRONMENTAL STUDIES — University of Victoria. The School of Environmental Studies, University of Victoria, invites applications for a tenure track position in the area of biodiversity conservation and ecological restoration. The appointment, effective July 1, 2009 will be made at the rank of Assistant Professor/Honouring the lifetime achievement of the late Margaret Gowen, one of Canada's top scientists and former Chancellor of the University of Victoria, we seek an emerging leader in the Faculty of Environment. The successful applicant will demonstrate excellence in ecological conservation and restoration research, a capacity for interdisciplinary work, a strong commitment to undergraduate teaching and graduate supervision, dedication to the application of science in the service of human and ecological communities, a commitment to conserving and restoring biodiversity in British Columbia, and strong communication skills. For more detailed description, please consult web site: ceesweb.org. Letters of application, CVs, and names and contact information of three referees should be sent via electronic means (pdf) or hardcopy (mail or courier) to: Dr. Higgs at the address below. The position will begin on October 15th, 2008, but applications will be accepted until the position is filled. Dr. Eric Higgs, Department of Environmental Studies, University of Victoria, B243 Social Sciences and Mathematics Building, 3800 Finnerty Road, Victoria, BC, V8W 2Y2. Telephone: (250) 721-6188. E-mail: ses@uvic.ca. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal people, people of all sexual orientations and genders, and others who contribute to the further diversification of the University. All qualified candidates are encouraged to apply in accordance with Canadian Immigration Regulations. Please send enquiries and applications consisting of a letter of intent, curriculum vitae, copies of recent publications, a statement of research and teaching interests, and names and contact information of four referees to: Dr. Steven B. Young, Director, Centre for Environment & Business, Faculty of Environmental Studies, University of Waterloo, 200 University Avenue W, Waterloo, Ontario, Canada, N2L 3G1. E-mail: sbyoung@uwaterloo.ca; Tel: 513-888-4567 x38419. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and in-

■ ETUDES FRANÇAISES — Université de Waterloo. Le Département d'études françaises de l'Université de Waterloo sollicite des candidatures pour un poste de professeur adjoint en études françaises à la permanence et ayant pour date d'entrée en fonction le 1er août 2009. Le/La candidat(e) sélectionné(e) doit avoir une maîtrise en études françaises, une spécialisation en littérature française de l'ancien Régime (Mayen Age, XVIIe ou XVIIIe siècles), et une connaissance approfondie de la culture française de l'édition critique, de la publication et de l'archivage électronique des textes littéraires. Les candidats doivent avoir une excellente maîtrise du français et une connaissance adéquate de l'anglais. La personne choisie participera aux efforts de recherche du département et enseignera des cours au niveau des 1er, 2e et 3e cycles. Reconnue pour son caractère innovateur, l'Université de Waterloo offre de remarquables possibilités de développement professionnel et personnel. À l'intérieur de la Faculté des arts, le département d'études françaises forme une communauté dynamique vouée à l'excellence en recherche et en enseignement. À tous les niveaux, les professeurs de laire parviennent directement avant le 15 décembre 2008, une lettre d'intention, un curriculum vitae, les lettres de recommandation, et tout document relatif à vos réalisations dans l'enseignement à l'adresse suivante: M. François Paré, Directeur, Département d'études françaises, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Télécopieur: (519) 725-0554. Courriel: lapare@uwaterloo.ca. Tous les candidats qualifiés sont invités à soumettre leur candidature; cependant, la priorité sera accordée aux professeurs, aux étudiants et aux résidents permanents du Canada. L'Université de Waterloo encourage les candidatures de toutes les personnes qualifiées, y compris les femmes, les personnes de minorités, les autochtones et les personnes handicapées. L'attribution de ce poste dépendra des fonds disponibles.

■ FILM STUDIES — Carleton University. Carleton University's Film Studies program invites applications for a tenure-track position at the rank of Assistant Professor beginning July 1, 2009. Applicants should have a broad expertise in film studies. The successful candidate will be expected to teach a range of courses in film studies from first year to the M.A. level, supervise graduate students, and develop a program of research leading to significant peer-reviewed publications. He or she may also be expected to contribute to Carleton University's doctoral program in Cultural Mediations. This is an interdisciplinary PhD in arts and culture which draws upon faculty and other resources from film, literature, music, and art history. Applicants must have a PhD, a strong commitment to scholarship reflected in publications, an active research profile, and demonstrated excellence in teaching. Complete applications, including curriculum vitae, a writing sample and teaching dossier should be sent to Prof. Bryan Gillingham, Director, School for Studies in Art and Culture, Carleton University, 1111 Somerset Street, Ottawa, Ontario, K1S 5B6. Applicants should also arrange for three letters of reference to be sent separately. Initial screening of applications will begin on November 1, 2008, and continue until the position is filled. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social development. We welcome those who would contribute to the further diversification of our faculty and its scholarship including, but not limited to, women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of all sexual orientation or gender identity. All qualified candidates are encouraged to apply but applications from Canadians and permanent residents will be given priority. This position is subject to budgetary approval.

■ FINANCE — University of Waterloo. The University of Waterloo invites applications for a tenure-track position in the Faculty of Finance, for appointments beginning 2009. Rank is open. A Chair Professorship is possible for an outstanding senior candidate. Candidates for a tenured position should have established reputations for high-quality

UNIVERSITY OF SASKATCHEWAN

Head, Department of Psychiatry

The University of Saskatchewan and the Saskatoon Health Region are seeking a strong visionary and talented administrative Head for their unified Department of Psychiatry. The Department's mission is "to enhance the well-being of persons with psychiatric disorders, now and in the future, through integration of scholarly activities, research, teaching, and optimal clinical care."

Located in Saskatoon, a city that has more hours of sunshine than any other major city in Canada, the University of Saskatchewan, a publicly funded institution established in 1907, offers a full range of curricula, both academic and professional, for 19,000 students registered in 13 colleges. The University is internationally recognized for its contributions to teaching, scholarship, research, and innovation. The College of Medicine is anticipating a substantial increase in enrolment over the next four years. A \$100-million capital grant from the Province is enabling construction of the biomedical research wing of the Academic Health Sciences Centre and completion of plans for taking the next wing to tender.

As an integrated health delivery agency, the Saskatoon Health Region (SHR) serves more than 300,000 residents in over 100 cities, towns and rural municipalities. With 10,800 staff and more than 800 physicians, the SHR is the largest single employer in the province. In addition to providing a complete range of health services to residents of central and northern Saskatchewan, the SHR, with its three acute care hospitals – St. Paul's, City, and Royal University – provides tertiary care and much of the associated teaching for the province. A children's and women's hospital, to include maternal-fetal medicine, is in the early planning stages. The Irene and Leslie Dubé Centre, currently under construction adjacent to Royal University Hospital, will provide tertiary inpatient psychiatric services.

The Department of Psychiatry has an accredited training program and a broad range of clinical programs well suited for educational and research activities. The Department includes a strong division

of child and adolescent psychiatry, a neuroscience division linked with the national neuroscience network, and a social sciences research program. The Regional Psychiatric Centre (Prairie) offers a unique opportunity for collaborative research in forensic psychiatry. Collaborative research opportunities are further enhanced by the presence of the Canadian Light Source (Synchrotron). For more information on the Department, please see www.medicine.usask.ca/psychiatry.

The successful candidate will provide inspired academic and clinical leadership in the Department's threefold purpose of teaching, research and service. He/she will have a relevant background in psychiatry and will have superior management and mentoring skills. The new Head will have an understanding of the framework of a combined University of Saskatchewan and Saskatoon Health Region program, be a strong advocate for the Department, and be eligible for licensure in the Province of Saskatchewan.

The University is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities and members of visible minorities) are encouraged to self-identify on their applications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Consideration of candidates will begin in October 2008, and the successful candidate will take office on July 1, 2009, or as soon thereafter as possible. Nominations and applications, including the basis on which the individual merits consideration, should be submitted, in confidence, to the address below.

Janet Wright & Associates Inc.
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Fax: (416) 923-8311
uof-shrpsych@jwasearch.com

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CAREERS CARRIÈRES

Tenure-Track Positions
Faculty of Arts

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to nearly 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. With over 185 regular faculty members in 15 academic departments and a wide variety of interdisciplinary major, minor and diploma programs, the Faculty of Arts offers breadth, depth and diversity. Counting around 5000 students with declared majors or minors, and with strong graduate programs, the Faculty is committed to providing solid teaching and research support to new appointees. The Faculty of Arts houses, among other units, the Institute of Social and Economic Research (ISER), ISER Books and the Digital Research Centre for Qualitative Fieldwork. It is also home to outstanding archival collections, including the Maritime History Archive, the Folklore and Language Archive and the Native Language Archive. Memorial's Queen Elizabeth II Library has excellent holdings with the most extensive collection of journals in the region. Please see <http://www.mun.ca/arts/>. NOTE: All applications should quote the appropriate position number as listed in each case.

The Tenure-Track positions listed below will normally commence July 1, 2009, subject to budgetary approval, and will be made at the rank of Assistant Professor. All positions normally require a completed doctoral degree in the appropriate discipline. A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree.) Letters of application should be sent to the Head of the appropriate department, accompanied by a current curriculum vitae, a teaching dossier, the names and addresses of three persons who can supply a letter of reference, and such additional materials as may be specified below. The application must provide evidence of excellence in teaching and research. Applications should reach the Head no later than November 10, 2008.

Department of Economics

Position #: VPA-ECON-2008-002

The Department of Economics is seeking applications for a tenure-track position. The Department is particularly interested in candidates with a specialization in Labour Economics, Regional Economic Development, or Energy Economics, however, exceptionally qualified candidates in other fields will be considered. Duties include undergraduate and graduate (Masters level) teaching and research. Letters of application should be sent to: Dr. Noel Roy, Head, Department of Economics, Memorial University of Newfoundland, St. John's, NL, Canada, A1C 5S7; Phone: (709) 737-8248; Fax: (709) 737-2094; email: noelroy@mun.ca. Information about the department can be found on the department's web pages at <http://www.mun.ca/econ/home/>.

Department of French and Spanish

Position #: VPA-FREN-2008-001

Le Département d'études françaises et hispaniques de l'Université Memorial sollicite des candidatures à un poste permanent à la permanence. Le département recherche une (e) candidat(e) détenteur du doctorat (ou sur le point de le terminer) et pouvant démontrer un solide excellence dans l'enseignement et la recherche; toutes les spécialisations seront considérées, mais plus particulièrement les suivantes: français langue seconde et linguistique appliquée (développement et co-ordination de cours et de programmes), études culturelles et cinéma de la francophonie. Les candidatures comprennent un curriculum vitae à jour, un dossier pédagogique et les noms et adresses de trois répondants. S'adresser à Monsieur Magessa O'Reilly, directeur, Département d'études françaises, Memorial University of Newfoundland, St. John's, NL, A1B 3X9; Téléphone: (709) 737-7636. Courriel: moreilly@mun.ca ou french@mun.ca.

Department of Geography

Position #: VPA-GEOG-2008-001

The Geography Department invites applications for a position in Climatology. The successful candidate will be expected to teach at the undergraduate and graduate levels and should demonstrate commitment to excellence in teaching and research. Candidates should be engaged in an active research program. Applicants can learn more about the Geography Department at www.mun.ca/geog/. A current curriculum vitae, a teaching dossier and the names and addresses of three persons who can supply a letter of reference should accompany letters of application. Applications should be directed to: Prof. Karyn Butler, Interim Head, Department of Geography, Memorial University of Newfoundland, St. John's, NL, Canada, A1B 3X9; Phone: (709) 737-7417; Fax: (709) 737-3119; Email: kbutler@mun.ca.

Department of History

Position #: VPA-HIST-2008-002

The Department is seeking applications for a tenure-track position in the field of Canadian history, specialisation open. The person appointed to this position will be expected to teach at all levels of the undergraduate and graduate curriculum including the supervision of honours and graduate students. Applicants are expected to have a Ph.D. and show evidence of commitment to both scholarship and teaching. Letters of application, current curriculum vitae, a teaching dossier, two examples of written work, and the names of three persons who can supply a letter of reference (at our request), should be mailed or faxed to: Dr. Chris Youé, Head, Department of History, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1C 5S7; Fax: (709) 737-2164; Electronic Mail: cyoue@mun.ca. Applicants can learn more about the History Department at: <http://www.mun.ca/history/>.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

if you can learn to read,
you can learn to do, and be, anything.
visit us online at [codecan.org](http://www.codecan.org)

code
read. learn. live.

ty research and teaching, and an interest in contributing to our graduate programs. Candidates for Assistant Professor should have a completed or nearly completed PhD, and should demonstrate the potential for high-quality research and teaching. The School of Accounting and Finance is entering an exciting period of growth in which we will add 20 new faculty members over four years. In 2008, we will add over 50,000 square feet of new classrooms and offices. We offer a stimulating environment for research and teaching, and promote intellectual curiosity and growth. Financial Accounting, Auditing, Investments, and Financial Economics are our core areas. Our faculty are associated with the Institute for Quantitative Finance and Insurance, which coordinates research activities in finance and actuarial science across the University. For further information, visit <http://www.igt.uwaterloo.ca>. The University of Waterloo consistently ranks as a leading comprehensive university in Canada. The School offers undergraduate and graduate programs in financial management and accounting, along with a Master's program in finance (in collaboration with the Department of Statistics and Actuarial Science), and a PhD program. Details about these programs may be found at <http://www.igt.uwaterloo.ca>. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and persons with disabilities. Canadian citizens and permanent residents receive priority. To apply, please send a curriculum vitae and research sample, preferably electronically. In addition, three referees should send letters directly to: The Director, c/o Lori Laroche, AFFHR/Recruiting@uwaterloo.ca. Review of applications will start from September 2008 and will continue until the positions are filled.

FRENCH – McMaster University. The Department of French at McMaster University invites applications for a tenure-track appointment in the area of French literature and Caribbean literatures and cultures at the rank of Assistant Professor to commence July 1, 2009. The successful candidate will be expected to teach and supervise graduate students. The successful candidate will have a PhD and demonstrate excellence in teaching and research, with a clearly defined research program which will result in publication. In an academic year, the successful candidate will be expected to normally teach a total of five one-term courses at all levels in both French language and Franco-African and Caribbean literatures and cultures. She/he will also be expected to contribute to all aspects of the Department's undergraduate and graduate program which area of concentration is "Francophonie et Diversité". Applicants should send a letter of application, together with a curriculum vitae, a teaching dossier, teaching evaluations, and a sample of their writing (e.g., an article or chapter of a book/dissertation) to: Dr. Maroussia Hajdukowski-Ahmed, Chair, Department of French, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4L7. Applications received by October 31, 2008, will be assured of full consideration. Applicants should arrange for three letters of reference and transcripts to be sent to the Department by the same date. All documentation submitted in support of your application becomes the property of the University and is not returnable. For further information on the Department of French see <http://www.humanities.mcmaster.ca/french/>. All qualified candidates are encouraged to apply. However, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. Accordingly, the University encourages and encourages applications from women, members of visible minorities, aboriginal persons, members of sexual minorities and persons with disabilities.

FRENCH LITERATURE – University of Western Ontario. The Department of French Studies in the Faculty of Arts and Social Sciences at the University of Western Ontario invites applications for a probationary (tenure-track) appointment at the rank of Assistant Professor in French Literature of the 19th century. The duties of the position include teaching and supervising undergraduate and graduate students. This ideal candidate will have teaching experience, a PhD, an excellent research and publication record in this area, expertise in French, and will be an asset. The successful candidate will have native or native-like proficiency in French. The position begins July 1, 2009 and is subject to budgetary approval. Please send a curriculum vitae and three letters of reference (sent directly by referees) to: Dr. Jean Tennant, Chair, Department of French Studies, The University of Western Ontario, London, Ontario, N6A 3K7, before November 15, 2008. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

FRENCH STUDIES – University of Waterloo. The Department of French Studies invites applications for a tenure-track appointment at the rank of Assistant or Associate Professor, commencing August 1, 2009. The successful candidate will hold a PhD in French Studies, with a specialization in early modern French literature (Middle Ages to 17th century inclusively), as well as a solid knowledge and research experience in editing, publishing, and archiving of literary texts. Candidates should have a native or near-native knowledge of French and a good command of English. Duties will include participation in the department's research initiatives, and the teaching of graduate and undergraduate courses. Canada's most innovative university, the University of Waterloo offers tremendous opportunities for professional and personal development. Within the Faculty of Arts, the Department of French Studies forms a dynamic community dedicated to excellence in research and teaching at both the undergraduate and graduate levels. Applications, including a cover letter, curriculum vitae, three con-

ditional letters of recommendations, and evidence of successful teaching, should be sent directly, no later than December 15, 2008 to Dr. François Paré, Chair, Department of French Studies, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Fax: (519) 725-0554. E-mail: fp@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and persons with disabilities. The appointment is subject to the availability of funds.

GEOGRAPHY – University of Toronto. The Department of Geography and the Centre for Environment, University of Toronto, invite applications for a joint tenure-stream appointment in Geography and Environment. Possible areas of research expertise include energy, water, environmental policy, ethics, or governance but we encourage applications from all qualified individuals with environmental interests. The appointment will be at the rank of Assistant Professor and will begin on July 1, 2009. Salary will be commensurate with qualifications and experience. The appointee will be expected to contribute to teaching in the Doctoral, Master's and Bachelor's programs in the Department of Geography and Centre for Environment. The successful candidate must have a PhD in Geography, Environment or a related field, an established record of high quality scholarly research and publications, and a demonstrated commitment to excellence in teaching. Any inquiries about the position should be sent to: challeng@geog.utoronto.ca. Additional information on the Department of Geography can be found at <http://www.geog.utoronto.ca>, and on the Centre for Environment at <http://www.environment.utoronto.ca>. Please submit applications via the online system to: jobs@utoronto.ca. To access the site, select "review our current open positions" and search job number 0800824, or keywords "geography and environment". If you are unable to use the online system, we will also accept hard copy applications. These may be mailed to: Professor Virginia W. MacLaren, Chair, Department of Geography and Program in Planning, University of Toronto, 100 St. George Street, Toronto, Ontario, Canada, M5S 3G3. Applications should include a curriculum vitae, a statement outlining current and future research interests, examples of publications, and materials relevant to teaching experience. Applicants should also ask three referees to write letters directly to Professor MacLaren. Review of applications will begin October 15, 2008. All materials must be received by November 14, 2008. The University of Toronto is strongly committed to employment equity and encourages applications from women, members of visible minorities, aboriginal persons, members of sexual minority groups, and others who may contribute to the further diversification of ideas. We offer opportunities to work in many collaborative programs, including aboriginal, Canadian, ethno-cultural, sexual diversity, gender and women's studies. The University of Toronto is the expected to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

GEOGRAPHY – Memorial University. Memorial University is seeking a climatologist. Please see the Memorial University, Faculty of Arts advertisement in this issue or visit <http://www.mun.ca/geog/about/news.php>.

GLOBAL ASIA STUDIES – University of Toronto. The Department of Global Asia Studies is seeking applications for a tenure-stream position at the rank of Assistant Professor in Gender and Equity with special reference to Asia, Department of Human Sciences, University of Toronto, Scarborough (UTSC), to begin July 1, 2009. This is an open-field position in the Global Asia Studies program, a new interdisciplinary program in the Faculty of Arts and Social Sciences. Special consideration will be given to applicants who are proficient in one or more Asian languages, have extensive area, and who demonstrate a breadth of interdisciplinary scholarship and commitment to the humanities. The Department particularly encourages applications from scholars who can contribute to interdisciplinary teaching and research and whose work pushes beyond conventional boundaries. The successful candidate will teach undergraduate and graduate courses and will supervise graduate students in his/her area of expertise. The candidate will be expected to share responsibility for framing and teaching broad and specialist undergraduate courses in the Global Asia Studies program and in Women's Studies. PhD and clear evidence of excellence in teaching and research are required. Salary will be commensurate with qualifications and experience. UTSC is a research-intensive faculty within the University of Toronto. The Department is committed to a multicultural student body speaking a wide range of languages. The University of Toronto is the expected to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

CAREERS CARRIÈRES



Concordia University

Concordia University's reputation as one of Canada's most dynamic and innovative universities has its roots in over 180 years of pursuing academic excellence and student success. This tradition of individual empowerment, discovery and leadership building was developed by the University's founding institutions—Loyola College and Sir George Williams University—and continues to advance new expressions with local, national and global relevance.

The vibrancy of the Concordia community mirrors and grows out of its urban and multicultural environment in the heart of Montreal. This openness to the world and to new ideas inspires the University to develop an international approach to learning, research, and social responsibility.



Faculty of Engineering and Computer Science

Celebrating Excellence, Innovation and Professionalism

Concordia University's **Faculty of Engineering and Computer Science** is one of the "G15" major engineering schools in Canada. In the last ten years, it has achieved the highest growth rate of engineering schools in Canada in both graduate and undergraduate enrolment and has one of the youngest professoriate among engineering schools in the country. It has established a strong Canadian and International reputation in research and development. The dynamism and energy of the school is reflected in the new state-of-the-art EV Building complex housing faculty, students, and research facilities. Candidates who like to engage in a challenging and dynamic learning environment are invited to apply for the following tenure-track positions to the Faculty's promising future.

The Faculty of Engineering and Computer Science offers our multi-cultural student body a vast choice of exciting programs, courses and cutting edge research opportunities in a high quality learning environment equipped with outstanding state-of-the-art facilities. Please send your application to the appropriate department contact by email or c/o **Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8**. Applications should consist of a letter of intent, current curriculum vitae, a list of publications, a statement of teaching philosophy and interests, evidence of teaching effectiveness, a statement of interests and achievements and copies of recent publications. Applicants should provide the names of three referees. The candidates are expected to develop a strong externally funded research program, supervise M.A.Sc., Ph.D. students and excel in teaching at graduate and undergraduate levels. Only short-listed candidates will be notified. Electronic applications are preferred.



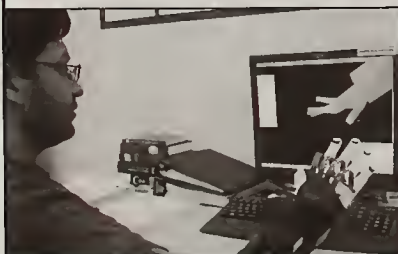
BUILDING, CIVIL AND ENVIRONMENTAL ENGINEERING (BCEE)

The Department of Building, Civil and Environmental Engineering, invites applications for two tenure-track faculty positions in Transportation Engineering and Building Engineering.

Transportation Engineering applicants must possess a Ph.D. in Civil Engineering and have a proven track record in pavement design and surveying. Industrial and practical design experience are desirable.

Building Engineering applicants must have a Ph.D. in Building or related engineering disciplines with expertise in one or more areas: Lighting/daylighting, Building Acoustics, Built Environment, Sustainable Building Technologies.

Dr. S. Alkoss, Chair, BCEE
alkoss@bcee.concordia.ca
www.bcee.concordia.ca



CONCORDIA INSTITUTE FOR INFORMATION SYSTEMS ENGINEERING (CIISE)

Applications are invited for one tenure-track position in the area of Lean Engineering. Applicants must possess a Ph.D. degree in one of the following disciplines: Industrial, Mechanical, Electrical, Computer, Building or Civil Engineering.

Candidates must possess a strong expertise in Lean Engineering concepts with background in Information Technology. Successful candidates are expected to provide strong leadership and conduct research in their respective discipline. In addition to research, duties include: teaching/developing undergraduate/graduate courses within the Faculty of Engineering and Computer Science.

Dr. M. Debbabi, Director, CIISE
director@ciise.concordia.ca
http://www.ciise.concordia.ca



ELECTRICAL AND COMPUTER ENGINEERING (ECE)

Applications are invited for two tenure-track faculty positions in the area of Computer Engineering: one in Real-time Systems (Hardware) and the other in Digital Circuits.

Applicants must hold a Ph.D. degree in Computer Engineering or Electrical Engineering.

Dr. C.W. Trueman, Chair, ECE
kim@ece.concordia.ca
http://www.ece.concordia.ca

GENERAL STUDIES UNIT (GSU)

Applications are invited for a tenure-track faculty position, in the area of **Engineering Professionalism and Ethics**. Applicants must possess a Ph.D. and the basic degree in Engineering so as to qualify as Professional Engineer in Canada. Their ability to collaborate with other engineering professors in the Faculty in developing relevant courses and conducting research are essential. The successful candidate is expected to develop a strong externally funded research program. Also, strong commitments to the supervision of graduate students and to excellence in teaching at both the graduate and undergraduate levels are expected.

Preference will be given to candidates who have proven skills in teaching and research.

Dr. T. Radhakrishnan, Chair, GSU
dirienza@gsu.concordia.ca
http://encs.concordia.ca/Faculty/General_Studies_Unit.htm

MECHANICAL AND INDUSTRIAL ENGINEERING (MIE)

Applications are invited for two full-time, tenure-track faculty positions: one in Mechanical Engineering Design and the other in Aerospace Structural Engineering.

Mechanical Engineering Design candidates should have a Bachelor's and a Ph.D. degree in Mechanical Engineering.

Aerospace Structural Engineering candidates should have a Bachelor's degree in Mechanical or Aeronautical Engineering or similar engineering disciplines with a Ph.D. degree in a related area.

Dr. M.D. Pugh, Chair, MIE
miechair@encs.concordia.ca
http://www.mie.concordia.ca

Subject to budgetary approval, we anticipate filling these positions by **July 1, 2009**, at the Assistant, Associate, or full Professor Level. Applicants must hold a Ph.D. degree. Relevant industrial experience is an asset as is knowledge of French. Membership or eligibility for membership, in a Canadian professional engineering association is required. Review of applications will begin immediately and will continue until the positions are filled. All applications should reach departments no later than **November 1, 2008**.

All inquiries about specific positions should be directed to the appropriate department contact.

For all additional information, please visit our Website at <http://encs.concordia.ca>

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.



CAREERS CARRIÈRES

Faculty of Arts and Science

Home to 26 departments, colleges, schools and institutes, the Faculty of Arts and Science is leading Concordia University to the forefront of research and graduate education in Quebec and Canada. Recognized for innovative research in the sciences, the humanities, and the social sciences, the Faculty invites applications for the following tenure-track positions. **Please send your application to the appropriate departmental contact c/o Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, QC, H3G 1M8.** Applications must consist of a cover letter, a current curriculum vitae, copies of recent publications, a statement of teaching philosophy/interests, a statement of research achievements, and evidence of teaching effectiveness. Candidates must also arrange to have three letters of reference sent directly to the departmental contact.

APPLIED HUMAN SCIENCES

The Department of Applied Human Sciences invites applications for one tenure-track position in either **Group Dynamics/Group Process** or **Community Development**. Applicants must have a PhD in a relevant social science discipline. Successful candidates are expected to maintain an active research profile and pursue external funding. French proficiency is an asset. For the position in **Group Dynamics/Group Process**: A scholar/practitioner, whose research and practice inform graduate/undergraduate coursework in group dynamics, working in effective task groups, and leadership in small groups. Advanced training in group intervention/process consultation is desirable. For the position in **Community Development**: A scholar/practitioner whose research and practice inform coursework and student supervision in social and organizational development in community; an emphasis on issues related to youth/family is an asset. Experience building and maintaining university-community collaborations is desirable.

Dr. Lisa Ostiguy, Chair
Department of Applied Human Sciences
astiguy@alcor.concordia.ca
<http://ahsc.concordia.ca>

CANADIAN IRISH STUDIES

Subject to the creation of a new academic unit in Canadian Irish Studies, Concordia University invites candidates for one tenure-track position in any period of Irish and/or Irish Diasporic History, especially social and cultural history. The ideal candidate will have a strong research and teaching profile, and possess a demonstrated multidisciplinary approach to his/her own subject as well as a broad interdisciplinary conceptualization of Irish Studies.

Dr. Michael Kenneally, Director
Centre for Canadian Irish Studies
Michael.Kenneally@concordia.ca
<http://cdnirish.concordia.ca>

CLASSICS, MODERN LANGUAGES AND LINGUISTICS

The Department of Classics, Modern Languages and Linguistics invites applications for one tenure-track position in Spanish. Applicants must have a PhD or ABD status in Hispanic Linguistics. The ideal candidate will have proven excellence in research and teaching in the field of Applied Linguistics in Spanish, and native or near-native fluency in Spanish and English.

Dr. Mark Hale, Chair
Department of Classics, Modern Languages and Linguistics
hale1@alcor.concordia.ca
<http://artsandscience1.concordia.ca/cmll>

COMMUNICATION STUDIES

The Department of Communication Studies invites applications for one tenure-track position in **Intermedia**. The Department seeks an intermedia artist/researcher to conduct creative research, teach, and supervise students. The ideal candidate will have an MFA or PhD in a related field and a professional portfolio of creative work; and will be a practitioner-theorist. We especially welcome critical feminist approaches. Areas of research could be, but are not limited to: interactivity, photography, performance, minorities and social networking, and mobile technologies.

Rae Staseson, Chair, Department of Communication Studies
Rae.Staseson@concordia.ca
<http://artsandscience1.concordia.ca/comm>

ECONOMICS

The Department of Economics invites applications for one tenure-track position. While all fields will be considered, we have a special interest in candidates who specialize in applied/empirical economics (including Behavioral/Experimental Economics, Labour Economics, Financial Economics, International Economics and Industrial Organization), econometrics and macroeconomics. Applicants should have a completed or nearly

completed PhD; the ability to teach at the undergraduate and graduate levels; and should be committed to research.

Dr. William Sims, Chair, Department of Economics
ECONJOBS@alcor.concordia.ca
<http://economics.concordia.ca>

EDUCATION

The Department of Education invites applications for one tenure-track position in **Applied Linguistics**, in the area of language testing/evaluation. The candidate should have experience in research and teaching in at least two of the following areas: teacher supervision, research methodologies, and curriculum development. A functional knowledge of French would be an asset and is required of candidates who indicate teacher supervision as an area of expertise.

Dr. Richard Schmid, Chair, Department of Education
schmid@education.concordia.ca
<http://education.concordia.ca>

EXERCISE SCIENCE

The Department invites applications for one tenure-track position in **Clinical Exercise Physiology**. We welcome all applicants with expertise in advancing the clinical/therapeutic approaches to the study of health and disease, especially in the areas of nutritional sciences as well as cardiovascular and neuromuscular diseases. In addition to excellent teaching, the candidate will be required to establish a strong record of research activity including publications and external funding. Post-doctoral experience preferred.

Dr. Robert D. Kilgaur, Professor and Chair
Department of Exercise Science
kilgaur@alcor.concordia.ca
<http://exsci.concordia.ca>

JOURNALISM

The Department of Journalism invites applications for one tenure-track position in **History of Journalism**. Candidates for the position must be able to teach courses related to journalism history at the undergraduate and graduate levels, as well as journalism production workshops. Ideal candidates will have a PhD, five years of journalism experience, university teaching experience and a research portfolio in at least one of these areas: journalism history, political economy, new journalism forms. E-mail applications will not be accepted.

Dr. Mike Gasher, Director, Department of Journalism
gashmj8590@yahoo.ca (inquiries only)
<http://journalism.concordia.ca>

MATHEMATICS EDUCATION

The Department of Mathematics and Statistics invites applications for a tenure-track position in **Mathematics Education**. Candidates must have an MSc in Mathematics and a PhD in either Mathematics Education or Mathematics, a proven record of research in Mathematics Education, and be qualified to teach graduate courses in Mathematics Education and supervise Masters and PhD theses in this area.

Dr. Harold Propp, Acting Chair
Department of Mathematics and Statistics
propp@alcor.concordia.ca (inquiries only –
e-mail applications will not be accepted)
<http://www.mathstat.concordia.ca>

PSYCHOLOGY

The Department of Psychology invites applications for one tenure-track position in our APA- and CPA-accredited Clinical Psychology program. We seek applicants whose research investigates specific psychopathologies or health problems, although all applications from clinical or health researchers will be considered. Applicants must have a PhD from an APA- or CPA-accredited program (or equivalent). Applicants should have a demonstrated potential to build a high-quality clinical and/or health research program and an interest in clinical training.

Dr. Jean-Rach Laurence, Chair, Psychology Department
psychair@alcor.concordia.ca
<http://psychology.concordia.ca> (for complete information)



SCHOOL OF COMMUNITY AND PUBLIC AFFAIRS

The School of Community and Public Affairs, a bilingual interdisciplinary school, invites applications for one tenure-track position for a new undergraduate Major Program in **First Peoples Studies** to be implemented in stages beginning in the fall of 2009. The successful applicant will be expected to teach and play a leadership role in the development of this program. Applicants must demonstrate a strong research and teaching profile, and experience in curriculum development and implementation. French language competency or a willingness to learn French is an asset.

Dr. Eric Shragge, Principal
Schaal of Community and Public Affairs
ericsh@alcor.concordia.ca
<http://lscpa-eapc.concordia.ca>

Subject to budgetary approval, we anticipate filling these positions, normally at the rank of Assistant Professor, for July 1, 2009. Appointments at a more senior level may also be considered for some of the positions advertised. Unless otherwise stipulated in the descriptions on our website, candidates for all positions should have a PhD. Review of applications will begin immediately and will continue until the positions are filled. **All applications should reach departments no later than November 17, 2008. All inquiries about specific positions should be directed to the appropriate departmental contact.** For additional information, please visit our website at <http://artsandscience1.concordia.ca/>

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.



Concordia University
Arts and Science

CAREERS CARRIÈRES

John Molson School of Business

The **John Molson School of Business (JMSB)**, is Canada's largest English speaking business school and is AACSB accredited. A full range of programs are offered at the undergraduate and graduate levels (MBA, Executive MBA, MBA/CFA, MSc and PhD).

More information about the school can be found at www.johnmolson.concordia.ca

We invite applications for the following tenure-track positions at the rank of Assistant, Associate or Full Professor, effective **July 1, 2009**.

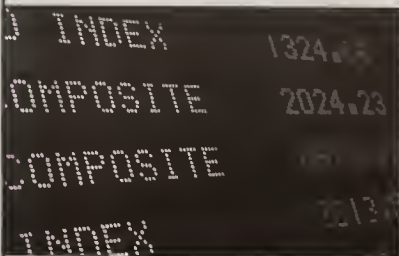
DEPARTMENT OF ACCOUNTANCY

The Accountancy Department has nearly 30 full-time faculty members and is one of the largest in the country having an established record of excellence in professional accounting education and academic research.

Requirements: A doctoral degree (completed or near completion) with concentration in Accounting. A commitment to research and scholarly publications, and teaching in any of the following areas: financial accounting, managerial accounting, auditing or taxation, mainly at the undergraduate level. The normal course load is four courses per year. The regular academic terms are 13 weeks long, and start in September and January. Courses are also offered during the summer term on an accelerated basis.

For any question please contact Dr. Dominic Peltier-Rivest or send your application package as soon as possible (i.e., cover letter, resume, statement of research interests and teaching philosophy, teaching evaluations, official Ph.D. transcript, working papers, and three scaled reference letters) but no later than February 2nd 2009, to:

Dr. Dominic Peltier-Rivest, Professor and Chair
Department of Accountancy
drivest@jmsb.concordia.ca



DEPARTMENT OF DECISION SCIENCES - MIS

Applications are invited for one tenure-track appointment in the area of **Supply Chain Operations Management (SCOM)**.

The successful candidate is expected to conduct research in SCOM and teach at the undergraduate (new SCOM major) and graduate levels. Areas of teaching required (all specific to the supply chain area) are: logistics, planning and control, simulation and technology management. Candidates must also provide evidence of teaching effectiveness.

Three reference letters should be forwarded by the referees to the e-mail address below. Review of applications will start immediately and will continue until the position is filled.

Only the short listed candidates will be contacted.

Please send, in electronic format, a cover letter, curriculum vitae, teaching evaluations, copies of recent publications and any other supporting documentation by December 1, 2008 to:

Dr. Fasil Nebebe, Professor and Chair, Department of Decision Sciences & MIS
dsms@jmsb.concordia.ca

DEPARTMENT OF FINANCE

The Finance Department is seeking qualified applicants for tenure-track and visiting positions. Appointments will be made up to the rank of Professor based upon qualifications and experience.

Qualifications are a PhD, a strong orientation to academic research and evidence of excellent teaching. For ranks above Assistant, applicants should have a strong research record and relevant experience. The primary areas of interest are Mathematical Finance and Derivatives, Fixed Income, Financial Institutions and Markets, International Finance, Corporate Finance, Investments and Real Estate. Other areas will also be considered.

Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, MSc, and/or PhD levels. An interest in developing pedagogical materials using an investment lab/trading room would be an asset. Teaching in the Investment Management MBA and Executive MBA Programs is also encouraged. Applicants will be expected to teach up to two courses per term and to be active in research.

Applications should be submitted by December 1, 2008. Please send applications, including a curriculum vitae, a statement of teaching and research interests, teaching evaluations, recent papers and three letters of reference to:

Dr. Sandra Betton, Chair, Department of Finance, Suite GM 300 59; phone ext. 2783. The Department will acknowledge all applications, however only short-listed candidates will be contacted further. Please note that electronic submissions will not be accepted.

DEPARTMENT OF MANAGEMENT

CSR/Sustainability

Applications are welcome for a tenure track position (rank open) in CSR/Sustainability to begin July 2009 located in the Management Department of JMSB. The department is looking for candidates with a research focus on relevant CSR/Sustainability topics and a disciplinary background in strategy & organization or international business. The successful candidate should also possess high quality teaching skills and demonstrate initiative in curriculum development.

The Department of Management and JMSB provide a superior institutional infrastructure for scholarship in CSR/Sustainability. The school is currently building a critical mass for CSR scholarship, with a growing core group of researchers not just in the Management Department, but also in Accounting. JMSB will move into its new, LEED certified building in 2009, and funding has been secured for a Senior Distinguished Professorship in

Sustainability. JMSB is one of the first 100 signatories to the recent UN-initiated Principles for Responsible Management Education, and enjoys strong business as well as student support for research, programs, and courses in CSR/Sustainability. Academic programs at JMSB are ranked near the top of the Aspen Institute's Beyond Gray Pinstripes and Corporate Knights. Concordia University houses a student-led organization for realizing sustainability projects, will soon found a Centre for Excellence of Research in Sustainability and Sustainability Programs, and has included 'sustainability' as a key area of its strategic signature.

Requirements: Qualifications include PhD in hand or anticipated, evidence of strong research record or potential and evidence of teaching ability. Rank and salary are commensurate with qualifications. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities, and persons with disabilities.

Application procedure: Qualified candidates should forward statements of teaching and research interests, curriculum vitae, teaching evaluations (if available) and three letters of reference by e-mail to **Professor Kai Lamertz at kiamertz@jmsb.concordia.ca** no later than **October 15, 2008**. The subject line of your email should read **CSR/Sustainability Position**. Application files will be shared with departmental faculty. For more information about the position contact Professor Lamertz.

Entrepreneurship

Applications are welcome for a tenure track position (rank open) in Entrepreneurship to begin July 2009 in the Management Department of JMSB.

The department is particularly interested in candidates with a research focus in a mainstream entrepreneurship field including but not limited to new venture creation, technology-based start-ups, family business, international entrepreneurship, strategic entrepreneurship, social entrepreneurship, and minority issues in entrepreneurship. The successful candidate should also possess high quality teaching skills in entrepreneurship and the secondary area in either strategy or international business. An interest in interacting with practitioner communities is an asset.

The Department of Management and JMSB house several entrepreneurship related centers & institutes including: The Institute for Community Entrepreneurship and Development, The Institute for Governance of Private and Public Organizations, Centre for Small Business & Entrepreneurial Studies, Family Enterprise Research Conference (FERC). Prominent entrepreneurship scholars in the Management Department include a CIBC Distinguished Professor of Entrepreneurship and Family Business and the incoming Editor of the Family Business Review.

Requirements: Qualifications include PhD in hand or anticipated, evidence of strong research record or potential and evidence of teaching ability. Rank and salary are commensurate with qualifications. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities, and persons with disabilities.

Application procedure: Qualified candidates should forward statements of teaching and research interests, curriculum vitae, teaching evaluations (if available) and three letters of reference by email to **Professor Stéphane Brutus at brutus@jmsb.concordia.ca** no later than **October 15, 2008**. The subject line of your email should read **Entrepreneurship Position**. Application files will be shared with departmental faculty. For more information about the position contact Professor Brutus.

Salaries are competitive and commensurate with qualifications and experience. These positions are subject to budgetary approval and are available until filled. The search is open to all ranks. However, for the assistant professor rank, a PhD in hand is required for the tenure-track appointment prior to the appointment date of **July 1, 2009**.

All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.

Mailing address: John Molson School of Business, Concordia University
1455 De Maisonneuve Boulevard West, Montreal, Quebec, H3G 1M8, Canada
Tel.: 514-848-2424 | johnmolson.concordia.ca

Concordia University
John Molson
School of Business



CAREERS CARRIÈRES

Faculty of Fine Arts

Concordia University's Faculty of Fine Arts is unique in Canada. We offer, in a single faculty, an unparalleled range of visual and performing arts programs across nine departments and three research institutes, a vibrant cross-disciplinary environment, and exceptional state-of-the-art facilities. Our acclaimed faculty, whose passion for teaching and research is the cornerstone of our reputation, are committed to integrating new technologies with traditional media and historical fine arts practices. We invite applications for the following tenure-track positions.

FILM ANIMATION AND FILM STUDIES

The Mel Hoppenheim School of Cinema invites applications for two tenure-track positions, one in **Film Animation** and one in **Film Studies**. The Animation program is seeking a creative animation filmmaker to teach at the undergraduate level, actively pursue their research as a filmmaker and perform administrative duties. They should possess an MFA and be familiar with a wide range of animation production methods, 2D and/or 3D, celluloid and digital film. The successful Film Studies candidate will hold a PhD and be expected to teach general and specialized film studies courses at the undergraduate and graduate levels as well as develop individual or group research projects in Film and Moving Image Studies. Additional responsibilities include service and administrative assignments. Details: <http://www.concordia.ca/about/jobopportunities/faculty/fo/>

ART THERAPY AND MUSIC THERAPY

The Department of Creative Arts Therapies invites applications for two tenure-track positions to teach graduate-level courses, one in **Art Therapy** and one in **Music Therapy**. Candidates must have a record of excellence in teaching, extensive clinical experience, an established background in academic research and theory, the ability to attract external funding from major granting agencies, and demonstrated committee service and administrative skills. Preference will be given to candidates at the PhD level. In Art Therapy, the candidate must have professional registration as an Art Therapist (ATR). In Music Therapy, the position requires professional certification as an accredited music therapist (MTA). Details: <http://www.concordia.ca/about/jobopportunities/faculty/fo/>

DESIGN

The Department of Design and Computation Arts invites applications for one tenure-track position in **Design**. The preferred candidate will have expertise in the area of graphic design, print and/or typography. In addition to teaching at both the undergraduate and graduate levels, the candidate will be asked to help develop our program of collaborative and cross-disciplinary design research. The ideal candidate has an MFA, MA, PhD, or equivalent; research/studio design practice; teaching experience at the university level; administrative experience and committee work at the university level; and familiarity with the local professional design community. Details: <http://www.concordia.ca/about/jobopportunities/faculty/fo/>

CERAMICS

The Department of Studio Arts invites applications for one tenure-track position in **Ceramics**. Candidates should be devoted to clay and have technical skills in one or more of the following areas: hand-building, throwing and mold-making processes, glazes technology, and digital imaging technologies. The ideal candidate possesses an MFA or equivalent, strong exhibition record, minimum of two years university teaching experience, and demonstrated administrative experience and committee service. The successful candidate will be expected to teach Ceramics at the undergraduate and graduate levels and participate in the development of the curriculum. A strong, critical/theoretical background and a contemporary understanding of both extended and discipline-based approaches to ceramics practice are required.

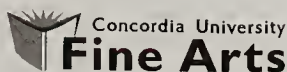
<http://www.concordia.ca/about/jobopportunities/faculty/fo/>



Please consult our website for further information and application instructions for each position: <http://www.concordia.ca/about/jobopportunities/faculty/fo/>

Subject to budgetary approval, we anticipate filling these positions, normally at the rank of Assistant Professor, for July 1, 2009. Appointments at a more senior level may also be considered. Review of applications will begin immediately and will continue until the positions are filled. All applications should reach departments no later than November 17, 2008. All inquiries about specific positions should be directed to the appropriate departmental contact.

All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.



UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,500 students, 2,200 faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self-identify on their applications.

FACULTY OF ARTS

Tenure-Track Positions

In the Departments of Economics, English, International Studies, Journalism, Political Science, Psychology, and Sociology & Social Studies

Term Positions

In the Departments of French, International Languages, Journalism, and Sociology & Social Studies

FACULTY OF BUSINESS ADMINISTRATION

Tenure-Track Positions

In the areas of Accounting/Taxation, Business Ethics, Finance, Human Resource Management/Organizational Behaviour, International Business, Marketing, and Operations Management

FACULTY OF FINE ARTS

Tenure Track Position

In the Department of Music

FACULTY OF SCIENCE

Tenure-Track Position

In the Department of Biology (Microbiology)

For detailed descriptions on these positions, please visit www.uregina.ca/hr/recruitment



UNIVERSITY OF
REGINA

University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca

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Concordia University Principal Simone de Beauvoir Institute

Concordia University's Faculty of Arts and Science invites applications for the position of Principal of its Simone de Beauvoir Institute. This internationally known pioneering institute focuses Concordia University's teaching, research and co-curricular activities in the field of Women's Studies. We are seeking a senior scholar of national and/or international reputation in Women's Studies.

The successful candidate should be bilingual (English/French), have administrative experience in a university setting and preferably should be familiar with Quebec. The key responsibilities of the Principal are to administer the Institute on a daily basis; to consolidate and further develop our undergraduate Women's Studies programs; to develop graduate programs in Women's Studies; to strengthen the research component of the Institute; and to foster outreach activities of the Institute both within and outside the academic community.

A tenured or tenure-track appointment at the professor or associate professor level will be considered according to the qualifications of the applicant.

Deadline for applications is December 1, 2008. Applications should consist of a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests, and three letters of reference. Please direct all applications and inquiries about the position to:

Dr. Chantal Maille, Interim Principal
Simone de Beauvoir Institute
Concordia University
1455 de Maisonneuve Blvd. W.
Montréal, Québec
H3G 1M8

cmaille@olcor.concordia.ca (inquiries only – e-mail applications will not be accepted)

<http://artsandsociology.concordia.ca/wsdb>

Subject to budgetary approval, we anticipate filling this position for July 1, 2009. Review of applications will begin immediately and will continue until the position is filled.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.



www.concordia.ca

CAREERS CARRIÈRES



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UNIVERSITY

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Host of Congress of the
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If you are seeking a dynamic environment in which to launch or further develop your academic career, explore the opportunities at Carleton, Canada's Capital University. Carleton University is recognized for excellence in research and scholarship, and seeks to recruit top-notch faculty to advance this reputation. The University offers an intellectual and collaborative community of scholars, a strong infrastructure of support for applied and theoretical research, as well as an inclusive and collegial culture that values both your individual expertise and your personal aspirations.



FACULTY POSITIONS AVAILABLE

Arts and Social Sciences

- Assistant Professor, College of the Humanities (*Greek and Roman Studies*)
- Assistant Professor, College of the Humanities (*Religion: Islam in the Modern World*)
- Assistant Professor, College of the Humanities (*Religion: Islam*)
- Assistant Professors (2), English (*Contemporary British Literatures; Literatures of Australia, New Zealand, and the Pacific Rim, Modernist Literature*)
- Assistant Professor, Canadian Studies (*Québec Studies*)
- Assistant Professor, History (*Canadian History*)
- Assistant Professors (2), School for Studies in Art and Culture (*Film Studies*)

Engineering and Design

- Assistant or Associate Professor, Azrieli School of Architecture and Urbanism (*Director, Immersive Media Studio*)
- Assistant Professor, Azrieli School of Architecture and Urbanism (*Architecture*)
- Assistant Professor, Electronics (*Sustainable and Renewable Energy Engineering*)
- Assistant Professor, Mechanical and Aerospace Engineering (*Mechanical Engineering Aspects of Environmentally Responsible Energy Generation, Conversion, Utilization*)
- Assistant Professor, Systems and Computer Engineering (*Sustainable and Renewable Energy Engineering*)
- Associate Professors (2), Industrial Design

Public Affairs

- Assistant Professor, Economics (*Financial Economics*)
- Assistant Professor, Economics (*Macroeconomics*)
- Assistant Professor, Criminology and Criminal Justice (*Law*)
- Assistant Professors (2), Journalism and Communication (*Communication*)
- Director, School of Social Work

Science

- Assistant Professor, Mathematics and Statistics (*Applied Analysis*)
- Assistant Professor, Chemistry (*Food Science and Nutrition*)
- Assistant Professor, Physics (*Theoretical and Particle Physics*)

Sprott School of Business

- Assistant Professor, Accounting
- Assistant Professors (2), Business Management (OT) and Strategy
- Assistant Professor, Finance
- Associate Professor, Marketing
- Assistant Professor, International Business
- Assistant Professor, Operations Management/Management Science

Located in Ottawa, Ontario, Carleton University takes full advantage of the outstanding resources found in the nation's capital and has earned itself a reputation as one of Canada's foremost universities in many areas of study. With 800 full-time faculty, 1,200 teaching assistants, and close to 1,000 administrative staff supporting over 24,000 students, including some 3,000 graduate students, Carleton offers a vibrant work and learning community.

Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including but not limited to women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity.

For details on faculty positions available at Carleton, please check out our website:

carleton.ca/facultyrecruitment

CAREERS CARRIÈRES

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HEALTH STUDIES & GERONTOLOGY – University of Waterloo

Applications are being accepted for the Schlegel Research Chair in Aging, a tenure-track position at the Assistant or Associate Professor level in Gerontology and Geriatrics, in the Faculty of Applied Health Sciences at the University of Waterloo. This position offers an exceptional research opportunity with research funding, research support, and a reduced teaching load. It includes a full-time faculty appointment in one or both of the Departments of Recreation and Leisure Studies and Health Studies and Gerontology, together with a formal link with the RBC Schlegel-LW Research Institute for Aging (RIA; see <http://www.ria.ca>). The successful applicant will join a well-established team of researchers and educators working in the Murray Alzheimer Research and Education Program (MARPE; see <http://marp.uwaterloo.ca>). MARPE is an innovative program that adopts a partnership approach and integrates research and educational activities in order to improve dementia care practices and policies for individuals, families, and communities in Canada and globally. MARPE is also a major division within the RIA, a university affiliate which promotes research relevant to aging in both community and long-term care settings. The RIA provides a vibrant environment, with opportunities for research in 8 established continuous areas, and supports the translation of knowledge to practice. The successful candidate will have strong competencies in social, behavioural, psychological, and/or health research and in undergraduate and graduate teaching, with a completed doctoral degree in Health Studies, Recreation and Leisure Studies, Gerontology or a related academic discipline (such as Nursing, Social Work, Social Policy, Rehabilitation Science, or Adult Education). The successful candidate will have demonstrated expertise in dementia and dementia care in one or more of the following areas: theoretical, research, practice, interventions and prevention in dementia, socio-cultural approaches to dementia, dementia care and support in community and long-term care settings, and/or participatory action approaches to research, education and program and policy development related to dementia. Expertise in both quantitative and qualitative methodologies would be an asset. Salary range will be commensurate with qualifications and experience. Anticipated start date is July 1, 2009, but the position will remain open until a suitable candidate is found. A covering letter, curriculum vitae and three letters of reference directly from referees should be sent to Dr. Sue Shaw, Chair of the Advisory Committee on Appointments, Faculty of Applied Health Sciences, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The review of applications will commence on November 1, 2008. Further information about the Faculty and the Departments of Recreation and Leisure Studies and Health Studies and Gerontology can be found at <http://www.ahs.uwaterloo.ca>. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

HISTORY – Saint Mary's University. The Department of History at Saint Mary's University invites applications for a tenure-track position in Canadian History. Applicants who specialize in social history, public history, Aboriginal history, and/or the history of Atlantic Canada are especially encouraged to apply. Candidates should possess a PhD in Canadian History, a strong commitment to scholarship reflected in publications, an active research profile, and demonstrated excellence in teaching. The successful candidate will be expected to teach in both undergraduate and graduate programs, to develop a program of research, and to deliver significant peer-reviewed publications, and to contribute effectively to academic life in the department. While the salary is to some extent negotiable, it should be understood that this is an "entry-level" position, and it has been budgeted accordingly. Applications, including a curriculum vitae and three letters of reference, should be sent to: Professor A.B. McKillop, Chair, Department of History, Carleton University, 1225 Colonel By Drive, Ottawa, ON, K1S 5B6, Canada. The deadline for receipt of applications is November 15, 2008. Candidates may learn more about the Department by visiting its Web site at www.carleton.ca/history/ or by contacting the Chair at brian_mckillop@carleton.ca. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship including, but not limited to, women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply but applications from Canadians and permanent residents will be given priority.

HISTORY – Carleton University. Carleton University's Art History program invites applications for a two-year term position at the rank of Assistant Professor. The position begins September 1, 2009. Applicants should have research and teaching expertise in Architectural History. We welcome applications from candidates whose areas of specialization include western and/or global traditions. The successful candidate will be expected to teach a range of undergraduate courses in architectural history from first-year lecture classes to fourth-year seminars as well as to supervise the undergraduate History and Theory of Architecture program. Preference will be given to applicants with a PhD in an appropriate field, a strong commitment to scholarship reflected in publications, an active research profile, and demonstrated excellence in teaching. Complete applications, including a curriculum vitae, a writing sample and teaching dossier should be sent to Dr. Bryan Gilligan, Director, School for Studies in Art and Culture, Carleton University, 1225 Colonel By Drive, Ottawa, Ontario, K1S 5B6. Applicants should also arrange for three letters of reference to be sent separately. Initial screening of applications will begin immediately and continue until the position is filled. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome

those who would contribute to the diversification of our faculty and scholarship including but not limited to women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply but applications from Canadians and permanent residents will be given priority.

HISTORY – Saint Mary's University. The Department of History requests that the university advertise the following position beginning in June. The Department of History at Saint Mary's University invites applications for a tenure-track appointment at the Assistant Professor level in Modern Asian History to begin July 1, 2009. Scholars whose research expertise focuses on any geographic region of Asia other than Japan are invited to apply. Candidates will be expected to possess research skills in an Asian language and participate in all levels of undergraduate teaching, an ability to teach a second Asian language would be welcome. The successful candidate will be joining a department with a vigorous research culture whose faculty, graduate students, and post-doctoral fellows have made contributions to historical scholarship in a wide range of areas. Our department provides vital support for interdisciplinary programs across the Faculty of Arts, including Asian Studies, Women's Studies, Atlantic Canada Studies, and International Development Studies. We also enjoy a close relationship with the local museum and educational community. For further information visit our web page: <http://www.smu.ca/academic/arts/history>. Applicants must have a completed PhD, or be near completion, and demonstrate considerable promise in teaching, research and scholarly publication. The mission of Saint Mary's University is to offer undergraduate, graduate, and continuing education programs to both full-time and part-time students, to carry out research and disseminate its results; and to serve the community at the local, regional, national, and international levels. In carrying out its mission, Saint Mary's is guided by the following values: diversity, dignity, and the provision of a positive and supportive learning environment. It attaches high priority to promoting the personal as well as intellectual development of students, to encouraging engagement with global issues, and to fostering the spirit of critical inquiry through the effective integration of teaching and research. Applicants should send a letter of application, a cv, evidence of teaching ability, a writing sample and contact information to three academic referees to the Acting Chair,

PROV LAB ALBERTA

Faculty Position in Medical/Clinical Microbiology

The University of Calgary, Faculty of Medicine, Department of Microbiology and Infectious Disease and the Provincial Public Health Laboratory (ProVLab Alberta) invite innovative and experienced microbiologists to apply for a full-time academic position at the Calgary location of Alberta's Provincial Public Health Laboratory. Operating on two sites (Calgary and Edmonton), the Public Health Laboratory support province-wide public health programs with core functions that include: diagnostic testing, education, laboratory-based surveillance, population-based screening, reference testing, and translational research and development. Opportunity exists for close collaborations with acute care microbiology services in Calgary, Medical Microbiology and Infectious Disease, and the School of Veterinary Medicine at the University of Calgary, as well as on the Edmonton site, University of Alberta, and School of Public Health.

The applicant should have experience and research interests in one or more of the following areas but not necessarily restricted to these areas: antimicrobial resistance, bacteriology, epidemiology, mycobacteriology, mycology, parasitology, vaccine preventable infections, and virology.

Qualifications include a MD or PhD, certified or eligible for RCPSC in medical microbiology or Canadian College of Microbiologists, respectively. All qualified persons should apply, however, Canadians and permanent residents of Canada will be given priority. The successful candidate will report to the Medical Director of ProVLab Alberta, and will be expected to provide program oversight across both Calgary and Edmonton laboratory locations, participate in undergraduate and post-graduate programs at the University of Calgary, develop and maintain academic research programs that would complement the service related activities of the ProVLab Alberta. Academic rank and salary would be commensurate with experience.

Please submit a curriculum vitae, a statement of research interests highlighting academic goals, clinical experience, and arrange to have three letters of reference sent directly to:

Dr. Jutta Preiksaitis M.D., FRCP(C)
Medical Director
Provincial Public Health Laboratory
181.17 WMC, 8440-112 Street
Edmonton, Alberta T6G 2J2
E-mail: j.preiksaitis@provlab.ab.ca

Deadline: November 30, 2008

Les Carrières > TravailAcademique.ca

UNIVERSITY OF SASKATCHEWAN

Head of Obstetrics, Gynecology, and Reproductive Sciences



The University of Saskatchewan and the Saskatoon Health Region are seeking a visionary and innovative Head for their unified Department of Obstetrics, Gynecology and Reproductive Sciences. The Department's mission is "to integrate cutting-edge reproductive science research with high quality, compassionate clinical care to advance reproductive health and train the next generation of physician/scientists and community specialists."

Located in Saskatoon, a city that has more hours of sunshine than any other major city in Canada, the University of Saskatchewan, a publicly funded institution established in 1907, offers a full range of curricula, both academic and professional, for 19,000 students registered in 13 colleges. The University is internationally recognized for its contributions to teaching, scholarship, research, and innovation. The College of Medicine is anticipating a substantial increase in enrolment over the next four years.

As an integrated health delivery agency, the Saskatoon Health Region (SHR) serves more than 300,000 residents in over 100 cities, towns and rural municipalities. With 1D,800 staff and 70D physicians, the SHR is the largest single employer in the province. In addition to providing a complete range of health services to residents of central and northern Saskatchewan, the SHR, with its three acute care hospitals – St. Paul's, City, and Royal University – provides tertiary care and much of the associated teaching for the province. A children's and women's hospital, to include maternal-fetal medicine, is in the early planning stages.

The Department of Obstetrics, Gynecology and Reproductive Sciences has an accredited residency program and participates in the education of undergraduates, graduate students, and post-doctoral fellows. Clinical services include sub-specialty aspects of Obstetrics, Gynecology, and Assisted Reproductive Technology programs. Educational activities are centred in Saskatoon, are increasingly distributed throughout the province, and currently involve affiliate training sites in Regina and Prince Albert. The Department includes a world-renowned Reproductive Biology Research Unit (RBRU) engaged in translational research that links its Basic Science with its Clinical Divisions. Members of the RBRU, along with faculty in the departments of Computer Science, Psychology, Kinesiology, Neurosciences, History,

Literature, Sociology, Women's and Gender Studies, comprise the Reproductive Science and Medicine Research Group at the University of Saskatchewan. The Department's commitment to research is evident from its level of external research funding from the CHRR and other funding agencies. Collaborative research opportunities are further enhanced by the presence of the Canadian Light Source (Synchrotron). Of the Department's 25 members, one-third are University-based and two-thirds community-based. A significant amount of the educational activity is located in Regina. For more information on the Department, please see www.medicine.usask.ca/obgyn.

The successful candidate will provide inspired academic and clinical leadership in the Department's threefold purpose of teaching, research and service. He/she will have a relevant background in obstetrics, gynecology and reproductive sciences and will have superior management skills to oversee the effective use of the Department's resources. The new Head will have an understanding of the framework of a combined University of Saskatchewan and Saskatoon Health Region program, be a strong advocate for the Department, and be eligible for licensure in the Province of Saskatchewan.

The University is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities and members of visible minorities) are encouraged to self-identify on their applications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Consideration of candidates will begin in October 2008, and the successful candidate will take office on July 1, 2009, or as soon thereafter as possible. Nominations and applications, including the basis on which the individual merits consideration, should be submitted, in confidence as soon as possible to the address below.

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uofs-shrobgyn@wasearch.com

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CAREERS CARRIÈRES

Department of History, Saint Mary's University, Halifax, Nova Scotia, Canada B3H 3C3; fax: 902-420-5141; e-mail: history@smu.ca. Applications will be reviewed beginning October 1, 2008. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of equality.

ment equity. Rank and salary will be commensurate with experience and qualifications as outlined in Saint Mary's University Collective Agreement.

HISTORY – University of Toronto Scarborough. Applications are invited for a full-time position at the rank of Lecturer in History, Department of Humanities, University of Toronto Scarborough (UTSC), to begin July

1, 2009. Appointments at the rank of Lecturer may be renewed annually to a maximum of five years. In the fifth year of service, Lecturers shall be reviewed and a recommendation made with respect to promotion to the rank of Senior Lecturer. Candidates must have a PhD in History and preferably experience in the teaching of critical writing at the university level. Salary commensurate with experience.

troubled and/or publications would be an asset. The successful candidate will develop and teach a course in Research and Critical Writing in History for undergraduate students. The position may also involve a coordinating role. In addition, the appointee will have the opportunity to teach courses in History in his/her field of research. Although the field remains open, some preference will be given to candidates in the history of the Caribbean, Latin America, the Middle East or science. He/she will be a full member of the History discipline at UTSC and will also find colleagues with research and teaching interests in writing in Humanities, the UTSC Writing Centre, and in writing programs and centres across the three University of Toronto campuses. Salary will be commensurate with qualifications and experience. UTSC is a research-intensive faculty within the University of Toronto with an interdisciplinary commitment and a multicultural student body speaking a wide range of languages. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. Additional information on the Department can be found at www.utoronto.ca/~humanities/index.html. Applicants should apply online at www.yes.utoronto.ca/faculty.htm (Internet Explorer and PC required; Job Number 800940). Please ensure that you include a letter of application, a curriculum vitae, a writing sample and teaching materials, including a course outline for a research and writing in History course and for an introductory course in the field of research. Three letters of reference should be sent directly to Professor William B. Bowen, Chair, Department of Humanities, University of Toronto Scarborough, 1285 Military Trail, Toronto, ON, M1C 1A4, Canada. Reference letters and large documents may attach to the application. The closing date for applications is October 20, 2008. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

over 18,000 artifacts representing more than 250 years of history from Western and non-Western cultures. For further information see <http://www.utoronto.ca/~humanities/index.html>. Key responsibilities of the position include: 1. establishing an independent research program in dress/clothing design; apparel product design/analysis, fashion design and technology; menswear, menswear; or related area; 2. teaching undergraduate courses including clothing design and construction; 3. teaching graduate courses related to the candidate's area of scholarship; 4. supervising graduate students in their research (including material culture (e.g., dress and culture) and textile and apparel science (e.g., product design, sustainable design, 4. supervising graduate students. Applicants must have: 1. a PhD in human ecology, clothing design, apparel and textiles, or other relevant area; 2. a successful record of scholarship in clothing design or related topics such as material culture of dress, design history, sustainability/ethical design, or functional design; 3. demonstrated excellence in university teaching; 4. a collaborative working style that is a good fit with the Department of Human Ecology. The preferred start date is July 1, 2009 but the competition will remain open until the position is filled. To apply, please submit a cover letter that addresses the requirements of the position and a portfolio of your scholarship, curriculum vitae, teaching dossier, sample publication, and the names and contact information for three referees. Review of applications will commence December 1, 2008. Interested applicants may apply to: Online: <http://www.careers.utoronto.ca/Support/CompetitorDetails.aspx?key=3148>, Deanna Williamson, Chair, Department of Human Ecology, 302 Human Ecology Building, University of Alberta, Edmonton, Alberta, Canada T6G 2N1; Phone: 780-492-5770; Email: deanna.williamson@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta lives on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified persons, including persons with disabilities, members of visible minorities, and Aboriginal persons.

research and teaching instruction dedicated to achieving the highest standards of scholarship. Located in Ottawa, Canada, Carleton takes pride in its outstanding resources found in the nation's capital and has earned itself a reputation as one of Canada's foremost universities in many areas of study. The University is committed to develop new and innovative programs to help students succeed. Ottawa, the fourth largest metropolitan area in Canada, is a vibrant and growing community that prides itself on its exceptional quality of life. As Canada's capital, and seat of its federal government, Ottawa is a place steeped in history and tradition but it also embraces its future. Over the past 50 years, Ottawa has successfully transformed itself into a global technology centre. At the heart of Ottawa's magnetic appeal is the extraordinary standard of living that people enjoy in this safe, clean, and inviting region. The Ottawa region's services and natural resources allow the citizens to enjoy unparalleled health, comfort, and economic prosperity. Applicants should send: letter of interest stating academic and pedagogical goals; curriculum vitae; live samples of published work (peer-reviewed preferred); design portfolio (if the position is filled, to digital submission or website) clearly identifying personal and student work; three letters of reference; and a cover letter. Carleton 1, 2008, or until position is filled. Applications should be submitted to: Professor Thomas Garver, Director, School of Design, Carleton University, 1125 Colonel By Drive, Ottawa, Canada, K1S 5S6; Tel: +1-613-520-5574, Fax: +1-613-520-4465; Email: garver@carleton.ca. All qualified candidates are encouraged to apply. Carleton University is strongly committed to diversity within its community and as a source of excellence, cultural enrichment, and social strength. We welcome those who contribute to the diversification of our faculty and scholarship including but not limited to women, visible minorities, Aboriginal peoples, persons with disabilities, members of any sexual orientation or gender identity. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

INDUSTRIAL ORGANIZATION – University of Toronto, Mississauga. The Department of Economics at the University of Toronto Mississauga, invites applications for one tenure stream appointment in Industrial Organization Theory. The successful candidate will also be considered. The appointment will be at the rank of Assistant Professor and will begin July 1, 2009. Salary will be commensurate with qualifications and experience. Applicants must have a demonstrated record of outstanding research and teaching in Industrial Organization, and have earned a PhD degree or equivalent by June 1, 2009. Soon thereafter, duties include undergraduate and graduate teaching, research and graduate supervision. Information about the University and its affiliated institutions, and to participate in the teaching programs of the Department at the undergraduate and graduate levels. Special emphasis will be given to individuals using molecular and cellular approaches to study in vivo adaptive and/or innate immune responses, including those using infection models. The Department of Microbiology & Immunology is housed in one of the world-wide FOGES Centres of Excellence, has strong research programs in the area of infection and immunity, including autoimmunity, tumour immunology, transplantation, viral immunology, innate immunity and molecular and cellular microbiology, as well as state-of-the-art core facilities in genomics, proteomics, flow cytometry, cellular and molecular imaging, and animal care. With a full-time enrolment of about 22,000 The University of Western Ontario is a research-intensive university that graduates students from a full range of academic and professional programs. The Department of Microbiology and Immunology has 23 full time faculty members, including several cross appointed faculty from basic and clinical departments and at research institutes. Further information about the Department may be found at <http://www.uwo.ca/micro>. Western's Recruitment and Retention Office is available to assist in the transition of successful applicants and their families. For information about the City of London see <http://www.goodmoveonline.com>. Please send detailed Curriculum Vitae, a brief description of research accomplishments and future plans, copies of representative publications, and the names of three referees to: Dr. Valvano, Chair, Department of Microbiology and Immunology, Rm 3014, Dental Sciences Bldg, The University of Western Ontario, London, Ontario, Canada N6A 3C1. Applications will be accepted until the position is filled. Review of applications will begin after December 1, 2008. These positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

JAPANESE – Saint Mary's University. The Faculty of Arts at Saint Mary's University invites applications for a tenure-track position in Japanese Language and Culture, with a possibility for conversion to a tenure-track position, subject to budgetary approval. The position will be at the rank of Assistant Professor, starting January 1, 2009. We are seeking an individual with a primary research profile in Japanese language and culture, demonstrated record of effectiveness in teaching Japanese language and culture at all levels. Cross-appointed to the Department of Modern Languages and Classics and to the Asian Studies Program, the successful candidate will be expected to support and help develop the core Japanese and Asian Studies programs, and work in an interdisciplinary environment. Applicants should hold a PhD or be near completion of the degree, possess native or near native fluency in Japanese language, and demonstrate familiarity with the Canadian university system. Knowledge of a third language would be an asset. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, a commitment which it realizes through outreach activities, community-based research programs and contributions to lifelong learning. Its distinctly international character is reflected in its provision of international student and faculty abroad opportunities. We are particularly interested in candidates who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of engaging global issues and of preparing students to live and work in a global environment. Letters of application accompanied by up-to-date curriculum vitae, the names of three referees, a writing sample and a teaching dossier including recent teaching evaluations should be sent to: Dr. George Nahrebecky, Chair, Department of Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3; Email: george.nahrebecky@smu.ca. The closing date for applications is October 20, 2008. Applications will not be considered. Although candidates of all nationalities are encouraged to apply, Canadian Immigration law requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, Aboriginal peoples, visible minorities, and people with disabilities. Visit our website at <http://www.smu.ca>.



BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY

BE IN GREAT COMPANY AND MAKE A DIFFERENCE

The British Columbia Institute of Technology (BCIT) occupies a unique niche in BC's post-secondary education system. Its mandate includes advanced technology and trades training, technology transfer and applied research, contract training for business and industry, and international education. Programs are offered at apprenticeship, certificate, diploma and degree levels, to approximately 48,000 annual registrants through 2,000 faculty and staff. This is a remarkable opportunity for responsive, insightful and team-based leadership in this crucial executive level position of...

VICE PRESIDENT, EDUCATION

BCIT is seeking an acknowledged leader, who is a passionate advocate of applied post-secondary education and student success, and is energized by working with outstanding faculty and staff. With an operating budget of \$125 million, the Vice President Education is responsible for all education matters across five campuses and six schools: Business, Computing & Academic Studies, Construction & the Environment, Health Sciences, Manufacturing, Electronics & Industrial Processes, and Transportation.

The new Vice President will foster a positive, respectful working climate; values and supports employees and students; and acts strategically. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. BCIT is an equal opportunity employer. Please indicate your interest in Project 9004 through the "For Candidates" section of www.caldwell.ca, or by email to resumes@caldwell.ca, by October 15, 2008. For more information about BCIT, please visit www.bcit.ca.

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UNIVERSITY OF TORONTO
OISE / ONTARIO INSTITUTE
FOR STUDIES IN EDUCATION

TENURE-STREAM APPOINTMENTS

The Department of Curriculum, Teaching and Learning, Ontario Institute for Studies in Education (OISE), University of Toronto, invites applications for tenure-stream appointments in the following areas:

CURRICULUM STUDIES IN EDUCATION

We seek candidates with expertise in the field of curriculum studies in education. The successful candidate will possess a strong knowledge-base in the field of curriculum studies and curriculum theory; a comparative perspective; expertise in at least one subject area of school-based curriculum; a well informed and responsive approach to issues of equity and diversity in schooling.

FRENCH LANGUAGE PEDAGOGY

We seek candidates with expertise in the field of second language education with a particular focus on the teaching and learning of French as a second/foreign language. The successful candidate must have a doctoral degree in education, Applied Linguistics, or in a relevant discipline. The candidate must have extensive educational experience related to second language teaching and/or learning, an ongoing program of research in areas such as classroom pedagogy, curriculum development, teacher development, multiliteracies, and/or communication technologies. High levels of proficiency in English and French are required and proficiency in another international language is desirable.

MULTILITERACIES IN EDUCATION

We seek candidates with expertise in the area of multiliteracies in education, and an interest in diversity in schools. The successful candidate will possess experience in multiliteracies curriculum, teaching and learning at the elementary or secondary school level; a well informed and responsive approach to issues of equity and diversity in schooling; a distinctive research and publications record and an ongoing program of research in the area of multiliteracies from the perspective of curriculum and/or pedagogy in elementary or secondary school, including differentiated instruction, or teacher development. Research may focus on first or second language education.

Successful candidates for all positions will possess a doctoral degree, a strong commitment to initial teacher education and the continuing professional development of teachers; a distinctive research and publications record and an ongoing research program in the appropriate field.

Responsibilities of the positions will include developing and conducting an externally funded research program, undertaking graduate supervision and teaching both at the graduate and initial teacher education levels, and working collaboratively with related units across OISE and the University of Toronto. Salary will be commensurate with qualifications and experience. The appointments will be at the rank of Assistant Professor and will begin July 1, 2009. For more information, please visit the OISE website at <http://www.oise.utoronto.ca> or the Department's website at <http://www.oise.utoronto.ca/depts/ct/>

Applications, which must include an up-to-date curriculum vitae, should be submitted by November 28, 2008, to Professor Tara Goldstein, Chair, Department of Curriculum, Teaching and Learning, OISE, 252 Bloor Street West, Toronto, Ontario, M5S 1V6, Canada. Applicants should also ask three referees to write letters directly to Professor Goldstein by the same date.

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority.

CAREERS CARRIÈRES

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■ LABOR ECONOMICS – University of Toronto, Mississauga. The Department of Economics at the University of Toronto Mississauga, invites applications for one tenure track appointment in Labor Economics. Exceptional candidates in either Microeconomics or Macroeconomics will also be considered. The appointment will be at the rank of Assistant/Associate Professor and will begin July 1, 2009. Salary will be commensurate with qualifications and experience. Applicants must have a demonstrated promise of outstanding research and teaching in Labor Economics, and have earned a PhD degree or equivalent by July 1, 2009 or soon thereafter. Duties include undergraduate and graduate teaching, research and graduate supervision. Information about the University of Toronto Mississauga Undergraduate Economics Department is available at www.utoronto.ca/academic/ecol/ and information about the Graduate Economics Department located at the St. George campus is available at www.economics.utoronto.ca. To apply for this position, please visit <http://www.economics.utoronto.ca/apply> and follow the posted instructions. You will be required to submit a minimum of three letters of reference, and the closing date for applications is November 26, 2008. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority members, women, and other persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ LITTÉRATURE FRANÇAISE – Université Western Ontario. Le Département d'études françaises à la Faculté des lettres, arts et sciences humaines de l'université Western Ontario, est à la recherche d'une personne-enseignant et de littérature française du XIX^e siècle pour un poste professeur titulaire à la Faculté des lettres, arts et sciences humaines de l'université Western Ontario. Le candidat ou la candidate idéal(e) aura de l'expérience dans l'enseignement, un doctorat en Ph.D. et un intérêt des publications dans le domaine mentionné. Une expertise en théorie littéraire serait un atout. Les candidats sont invités à envoyer une lettre de motivation et un curriculum vitae en français. Ça d'entrée en fonctions, le 1^{er} juillet 2009. Ce poste est sujet à approbation budgétaire. Veuillez envoyer votre curriculum vitae et votre lettre de motivation ainsi que trois lettres de recommandation que vos référents prendront soin de faire suivre sous pli séparé. Le tout devra parvenir avant le 15 novembre à l'adresse suivante: Dr. Jeff Tennant, Directeur, Département d'études françaises, Université Western Ontario, London, Ontario, N6A 3K7. Une bonne maîtrise de l'anglais parlé et écrit est requise. Toutes les candidatures qualifiées sont encouragées à postuler; toutefois la priorité sera accordée aux citoyens nés et aux résidents permanents du Canada. L'Université Western Ontario s'engage à respecter l'équité en matière d'emploi. Pour promouvoir la diversité dans le lieu de travail, elle encourage toutes les candidatures provenant de femmes et d'hommes qualifiés, y compris les membres de minorités visibles, les autochtones, et les personnes handicapées.

M

■ MANAGEMENT – University of British Columbia (Okanagan). The Faculty of Business is expanding rapidly and is seeking doctorally qualified candidates who have a passion for excellence in research and a commitment to building an outstanding educational experience for our students. Our current needs include individuals in accounting, marketing, new product development, entrepreneurship and organizational behaviour (human resource emphasis). This is a unique and exciting opportunity to be part of a founding faculty and we are seeking individuals who are innovative and integrative in their attitudes. Candidates will be expected to take an active leadership role in the evolution of both the Faculty's culture and its niche areas of concentration & expertise. Candidates should submit a curriculum vitae and the names & addresses of three referees. Please address all correspondence and inquiries to: Dr. Brian Busst, Dean, Faculty of Management, UBC Okanagan, 3333 University Way, Kelowna, BC V1V 1V7; email: brian.busst@ubc.ca; Phone: 250 877-9555.

■ MANAGEMENT SCIENCES (INFORMATION SYSTEMS) – University of Waterloo. The Department of Management Sciences at the University of Waterloo invites applications for full-time, professorial appointments at any level: assistant, associate or full, to begin May 2009 or later. Applicants should hold a PhD or be near completion of their doctorate, and have demonstrated research and teaching potential in Industrial/Systems engineering, computer science, or related field. Individuals in any area of Information Systems are encouraged to apply, but we are particularly seeking those with interests in human computer interaction, data mining, telecommunications management or topics at the interface of operations research and computer science. Industrial experience is highly desirable. An undergraduate degree in engineering or information systems is required as a professional engineer is required. The Department offers a co-op undergraduate degree in Management Engineering/Industrial Engineering/Information Systems. Applicants should submit a cover letter, curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is short-listed. Consideration of applications will continue until positions are filled. For further information, please contact the chair of Management Science, Dr. Elizabeth Jewkes, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1.

Email: mjewkes@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University encourages applications from all qualified individuals including visible minorities, native peoples, and persons with disabilities.

■ MANAGEMENT SCIENCES (OPERATIONS RESEARCH) – University of Waterloo. The Department of Management Sciences at the University of Waterloo invites applications for full-time, professorial appointments at any level: assistant, associate or full, to begin May 2009 or later. Applicants should hold a PhD or be near completion of their doctorate, and have demonstrated research and teaching potential in Industrial/Systems engineering or a field related to applied operations research. Current research thrust areas in the Department include Energy, Healthcare, Logistics and Supply Chain Management and Optimization. Individuals in any area of Operations Research are encouraged to apply, but we are particularly seeking those with interests in stochastic processes and probabilistic modelling. Industrial experience is highly desirable. An undergraduate degree in Engineering or eligibility for registration as a professional engineer is required. The Department offers a co-op undergraduate degree in Management Engineering (launched in 2007), as well as MEng, MSc and PhD programs. The successful candidate will join a dynamic and growing interdisciplinary department that has active research and teaching activities in Operations Research, Management of Technology and Information Systems. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is short-listed. Consideration of applications will continue until positions are filled. For further information, please contact the chair of Management Sciences, Dr. Elizabeth Jewkes, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Email: mjewkes@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University encourages applications from all qualified individuals including visible minorities, native peoples, and persons with disabilities.

■ MARKETING – Saint Mary's University. The Department of Marketing at the Sobey School of Business, Saint Mary's University, invites applications for one tenure-track position in Marketing at the rank of Assistant Professor. All specializations in Marketing will be considered with priority given to applicants with expertise in Advertising/IMC, Marketing Strategy, and Marketing Management. Applicants must have a PhD in Marketing or a closely related field, completed or near completion. The position will begin July 1, 2009. The appointment is subject to final budgetary approval. The Sobey School of Business at Saint Mary's University is a balanced teaching/research institution. It has the largest business program in the Atlantic provinces and offers AACSB accredited degrees at the undergraduate, masters and PhD levels. It is located in the historic port city of Halifax, Nova Scotia, a vibrant, urban community of over 350,000 people. Halifax is a major educational centre for Atlantic Canada and is home to five universities. It is conveniently located to regional areas and to other major urban centres in Canada and the Northeastern United States. For more information about the University and position, please visit our website at <http://www.sobey.smu.ca>. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadians and permanent residents. Saint Mary's University is committed to principles of equality, diversity, and safety. We are an equal opportunity employer and value diversity in our community. We are committed to providing an environment where all employees and students can thrive and achieve their full potential.

■ MATHEMATICAL & STATISTICAL SCIENCES – University of Alberta. The Department of Mathematical and Statistical Sciences at the University of Alberta invites applications for a tenure-track position in the area of Mathematical Finance. This position is at the Assistant Professor level, but an appointment at a higher level may be possible under exceptional circumstances. The successful candidate will have established accomplishments and outstanding promise in research, as well as a strong commitment to graduate and undergraduate teaching. We offer an excellent research environment with a normal teaching load of three courses per year. A close fit with some of the existing research being presently conducted in the Department is an asset but all areas of Mathematical Finance will be considered. Alberta is one of the leading Mathematics Departments in Canada and has strong connections with other mathematical institutes, such as the Pacific Institute for the Mathematical Sciences (PIMS), Mathematics of Information Technology and Complex Systems (MITACS), and the Banff International Research Station (BIRS). For more information about the Department, please visit our website at <http://www.math.ualberta.ca>. Applicants must hold a PhD Degree or equivalent, and submit their curriculum vitae, a research statement, a teaching profile outlining experience and/or interests, and at least three confidential letters of reference to: Arturo Pianzola, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1. Electronic submissions should be directed to chairsrec@math.ualberta.ca. The closing date for applications is November 7, 2008, or until a suitable candidate is found. Early applications are encouraged. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

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University of Victoria

ASSISTANT PROFESSOR School of Health Information Science

Applications are invited for a tenure-stream position at the Assistant Professor level in the School of Health Information Science. Applications are welcome from candidates having the following qualifications: (1) an MD degree and a completed PhD in Health Informatics, (2) a nursing degree and a completed PhD in Health Informatics, or (3) a completed relevant PhD with proven healthcare database expertise and experience. Candidates with medical or nursing backgrounds should be eligible for licensure in Canada.

The School currently has six full-time permanent faculty members and over twenty-five adjunct faculty. The School offers a four-year undergraduate degree program, a combined major with Computer Science, a Masters degree and a PhD program by special arrangement. The Masters degree program has a full-time on-campus stream as well as a part-time distributed stream. The School has been in existence since 1981 and is one of the most respected and pioneering schools in health information science. Detailed information about the School can be found on our website at <http://hinf.uvic.ca>.

Applications should be accompanied by:

- (1) a cover letter,
- (2) a Curriculum Vitae,
- (3) the names of three academic references,

- (4) evidence of scholarly work (i.e. including reprints or photocopies of the candidate's most significant publications),
- (5) examples of teaching experience (including teaching reviews) and
- (6) an indication in their application of what specific courses in the School of Health Information Science curriculum that they would be able to teach.

Applications should be addressed to:

Dr. Andre Kushniruk
Associate Professor and Director
School of Health Information Science
University of Victoria
P.O. Box 3050 STN CSC
Victoria, B.C. V8W 3P5 Canada
Email: his@uvic.ca

Review of applications will begin on December 1, 2008 and will continue until a suitable candidate is found.

The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.



UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Faculty Positions, Electrical and Computer Engineering

The Department of Electrical and Computer Engineering invites applications for several tenure-track and tenured faculty positions at the Assistant, Associate and Full Professor level. Exceptional candidates are being sought in all areas of Electrical Engineering, Computer Engineering, and Engineering Physics. Areas of special interest include:

- (i) Biomedical Engineering: including DNA sequencing and molecular diagnosis of diseases, nanoscale bioengineering, analysis and control of biomedical processes, biomedical signal and image processing, biophotonics, biosensors, drug delivery systems, systems biology and medical robotics.
- (ii) Information and Communications Technologies: including high speed and low power integrated circuit design, FPGA systems, embedded systems, RF/microwave circuits, metamaterials, spintronic devices, multimedia digital signal and image processing and robotics.
- (iii) Nanotechnology: including micro and nano electromechanical systems (MEMS and NEMS), nanophotonics, BioMEMS, solid state electronics, nanoscale, plasmonic, quantum devices and control of nano-scale devices.
- (iv) Energy Systems: including photovoltaic devices, renewable energy systems, magnetic and electric energy conversion methods and devices.

Candidates must have earned (or expect) a PhD in electrical and computer engineering or a closely related area, a solid publication record and have a strong commitment to research and teaching. Postdoctoral and/or industrial experience will be considered an asset. Successful candidates will be expected to develop a significant independent research program with external funding, supervise graduate students in their field of interest, and teach postgraduate and undergraduate courses in electrical and computer engineering. Regardless of their educational background, all successful candidates will be required in due course to become licensed professional engineers in the Province of Alberta.

Founded in 1908, the University of Alberta is one of Canada's foremost research-intensive universities. The campus is situated on the south bank of the North Saskatchewan River, with quick and convenient access to the city centre. The greater Edmonton area has a population of

over a million people and offers a diverse array of cultural and sporting activities year round. The Department of Electrical and Computer Engineering is undergoing a major expansion and is committed to securing a position among the leading schools in North America. With a present complement of 59 faculty members, research in the Department is vigorous and covers all major areas of Electrical and Computer Engineering and Engineering Physics. Our graduate program attracts outstanding students from the best schools worldwide and presently has an enrollment of over 370 students, including approximately 180 PhD candidates. The undergraduate programs in Electrical Engineering (which includes options in biomedical engineering and nanoelectronics), Computer Engineering (which includes options in software engineering and nanoscale systems design), and Engineering Physics (with an option in nanoelectronics), enroll over 600 students.

Research and teaching needs are served by two new buildings with a total area of 340,000 square feet. Facilities include a state of the art machine shop, and a unique world-class nano and microfabrication facility. Located nearby, the National Institute for Nanotechnology (NINT) offers unique opportunities for collaboration with faculty, industry and government. The undergraduate and graduate laboratories are generously equipped with state of the art equipment and excellent computing facilities are available. Extensive funding opportunities are available through a variety of national and provincial sources. Further information about the Department can be found at www.ece.ualberta.ca.

Applicants are invited to submit their curriculum vitae including employment history, a statement outlining research and teaching interests, a brief description of major contributions, reprints of at least two representative research papers, and the names of at least three referees.

The review of applications will begin on November 1, 2008. The competition will remain open until all positions are filled. Interested applicants may apply to:

Dr. H. J. Marquez, Chair
Department of Electrical and Computer Engineering
University of Alberta
Edmonton, Alberta, Canada T6G 2V4
Email: marquez@ece.ualberta.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CAREERS CARRIÈRES

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MATHEMATICAL & STATISTICAL SCIENCES – University of Alberta. The Department of Mathematical and Statistical Sciences at the University of Alberta invites applications for a tenure-track position in the area of Mathematical Biology. This position is at the Assistant Professor level, but an appointment at a higher level may be possible under exceptional circumstances. We seek an individual who will fit into our applied mathematics program (dynamic systems, differential equations, numerical methods, fluid dynamics, and probability), and who complements the Department's existing expertise in the mathematical modelling of cell biology, ecology, epidemiology, and physiology. Candidates must have a PhD degree in Mathematics or a cognate discipline, an excellent research record in Mathematical Biology, strong communication and teaching skills, and leadership potential. Postdoctoral experience is normally expected. The successful candidate will develop an independent research program, supervise graduate students, and teach at both the graduate and undergraduate levels. We offer an excellent research environment with a normal teaching load of three courses per year. For more information about the Department, please visit our website at www.math.ualberta.ca. Candidates have the opportunity to join the Centre for Mathematical Biology and participate in its activities. For more information about the Centre for Mathematical Biology, see www.math.ualberta.ca/~cmbs. Applicants should submit their curriculum vitae, a research statement, a teaching profile outlining experience and/or interests, and at least three confidential letters of reference to: Arturo Pianzola, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1. Electronic submissions should be directed to chairs@math.ualberta.ca. The

closing date for applications is November 7, 2008, or until a suitable candidate is found. Early applications are encouraged. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

MATHEMATICS – University of Waterloo. The Department of Combinatorics and Optimization (http://www.math.uwaterloo.ca/CandO_Dept/) at the University of Waterloo invites applications for one or more tenure-track faculty positions in quantum computing. Successful applicants will be appointed to the Department of Combinatorics and Optimization and will be members of the Institute for Quantum Computing. In addition, they will have the opportunity to participate in activities in the Centre for Applied Cryptographic Research and the nearby Perimeter Institute for Mathematical Physics. While the intention is to make appointments at the rank of Assistant Professor, applications for more senior positions will be considered. A PhD degree and evidence of excellence in research and teaching are required. Successful applicants are expected to maintain an active program of research, to attract and supervise graduate students, and to participate in undergraduate and graduate teaching. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2009. Interested individuals should apply using the MathJobs site: <http://www.mathjobs.org>. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted. The closing date for receipt of applications is December 12, 2008. Inquiries may be addressed to combot@math.uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply, however, citizens and permanent residents of Canada will be given priority.

MATHEMATICS & STATISTICS – McGill University. The Department of Mathematics and Statistics invites applications for as many as three tenure-track positions in applied mathematics. We are encouraged to expect to be made at the Assistant Professor level; applicants for a senior position will be considered. The search will be conducted in the area of differential equations (partial, stochastic or functional) and dynamical systems, with particular emphasis on the analysis of equations as the top priority area. We are particularly eager to hear from candidates who have worked on problems in the area of stochastic processes, but also welcome candidates whose work is primarily analytical and driven in a significant way by applications. The University-wide initiative in Systems Biology, this is an application area of potential interest for part of the search. For full subject line. Applicants should also arrange to have at least three reference letters emailed to this address. Alternatively, applicants may submit their curriculum vitae and three reference letters to the date of appointment and a strong background in mathematics. They are expected to have a strong background for independent research of research of excellent quality. Selection criteria include research accomplishments, as well as potential contributions to the Department's educational programs at the graduate and undergraduate levels. Applications must include a curriculum vitae, a list of references, a statement of research and teaching experience, a statement on teaching, and the names, phone numbers and e-mail addresses of at least four referees (with one addressing the teaching record). Submissions should be made through the MathJobs site. Candidates must ensure that letters of reference are submitted either through MathJobs or e-mailed to the following address: Professor Greg Schmidt, ca/AM_Dept. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority.

MATHEMATICS (THEORETICAL PHYSICS) – University of Waterloo. Applications are invited for a tenure-track faculty position in the Department of Applied Mathematics at the University of Waterloo, in the field of Mathematical/Theoretical Physics. The position is at the Assistant Professor level and salary will be commensurate with experience and research record. In exceptional cases, an appointment at a higher level may be possible. Applications in all areas of quantum information, including, for example, the modeling of physical systems for quantum information processes, are encouraged. Candidates should show evidence of outstanding potential in research and should have a strong background in both mathematics and physics. We are looking for applicants with enthusiasm for the supervision of graduate students and for teaching at both the undergraduate and graduate level. Waterloo is a very active and large centre for research in Mathematical Physics. The successful applicant will be considered for an appointment as a faculty member of the Institute for Quantum Computing (www.iqcg.ca) and for an Associate Membership with the Independent Perimeter Institute for Theoretical Physics (www.perimeterinstitute.ca). Applicants should send a curriculum vitae, including a statement of research interests and teaching philosophy, via e-mail to: ampositions@math.uwaterloo.ca with "QIP" in the subject line. Applicants should also arrange to have at least three reference letters emailed to this address. Alternatively, applicants may submit their curriculum vitae and three reference letters to the date of appointment and a strong background in mathematics. They are expected to have a strong background for independent research of research of excellent quality. Selection criteria include research accomplishments, as well as potential contributions to the Department's educational programs at the graduate and undergraduate levels. Applications must include a curriculum vitae, a list of references, a statement of research and teaching experience, a statement on teaching, and the names, phone numbers and e-mail addresses of at least four referees (with one addressing the teaching record). Submissions should be made through the MathJobs site. Candidates must ensure that letters of reference are submitted either through MathJobs or e-mailed to the following address: Professor Greg Schmidt, ca/AM_Dept. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority.

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Tenure Track Position in Neurobiology Department of Biology

The Department of Biology at McGill University invites applications for a tenure-track position in Neurobiology. The new faculty member will complement a department that has a strong tradition of research in neurobiology and particular strengths in ecology and in molecular genetics of a variety of model systems. The successful applicant will be expected to conduct a vigorous program of independent, externally funded research in neurobiology with a focus on neural mechanisms of behaviour, and to contribute to teaching at both the undergraduate and graduate levels.

Candidates must hold a PhD or equivalent degree and postdoctoral experience demonstrating excellence in their field. We anticipate that this position will be filled at the Assistant Professor (tenure-track) level, but applications from more established candidates may be considered for recruitment

at the Associate or Full Professor rank. Competitive start-up and equipment funding packages will be available.

Persons wishing to be considered for this position should forward via email a curriculum vitae, a statement of research interests, a statement of teaching interests, pdf files of major publications, and arrange to have three letters of reference submitted directly to: zabrina.kadkodayan@mcgill.ca. In the subject line, please enter "Neurobiology Search" and your name. Acceptable file formats are Microsoft Word and pdf.

The application deadline is **3 November 2008** or until the position is filled.

All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment. McGill University is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to the further diversification of ideas.

www.mcgill.ca



Faculty Position, Electric Energy Systems

The Department of Electrical and Computer Engineering invites applications for a tenure-track position at the Assistant Professor level. This position is affiliated with an Industrial Research Chair program and has a strong component of collaboration with the Alberta power industry. Exceptional candidates are being sought in the following areas of electric energy systems: protection and control of electric energy networks, advanced power distribution systems, distributed energy resources and networks, and power system dynamics and stability.

Candidates must have earned (or expect) a PhD in electrical and computer engineering or a closely related area, a solid publication record and have a strong commitment to research and teaching. Postdoctoral and/or industrial experience will be considered an asset. Successful candidates will be expected to develop a significant independent research program with external funding, supervise graduate students in their field of interest, teach postgraduate and undergraduate courses in electrical and computer engineering. All successful candidates will, regardless of their educational background, be required, in due course, to become licensed professional engineers in the Province of Alberta.

Founded in 1908, the University of Alberta is one of Canada's foremost research-intensive universities. The campus is situated on the south bank of the North Saskatchewan River, with quick and convenient access to the city centre. The greater Edmonton area has a population of over a million people and offers a diverse array of cultural and sporting activities year round. The Department of Electrical and Computer Engineering is undergoing a major expansion and is committed to securing a position among the leading schools in North America. With a present complement of 59 faculty members, research in the Department is vigorous and covers all major areas of Electrical and Computer Engineering and Engineering Physics. Our graduate program

attracts outstanding students from the best schools worldwide and presently has an enrollment of over 370 students, including approximately 180 PhD candidates. The undergraduate programs in Electrical Engineering (which includes options in biomedical engineering and nanotechnology), Computer Engineering (which includes options in software engineering and nanotechnology systems design), and Engineering Physics (with an option in nanotechnology), enrol over 600 students.

Research and teaching needs are served by two new buildings with a total area of 340,000 square feet. Facilities include a state of the art machine shop, and a unique world-class nano and microfabrication facility. Located nearby, the National Institute for Nanotechnology (NINT) offers unique opportunities for collaboration with faculty, industry and government. The undergraduate and graduate laboratories are generously equipped with state of the art equipment and excellent computing facilities are available. Extensive funding opportunities are available through a variety of national and provincial sources. Further information about the Department can be found at www.ece.ualberta.ca

Applicants are invited to submit their curriculum vitae including employment history, a statement outlining research and teaching interests, a brief description of major contributions, reprints of at least two representative research papers, and the names of at least three referees.

The competition will remain open until the position is filled. Review of applications and selection of short-listed candidates will begin on November 1st, 2008.

Dr. H. J. Marquez, Chair
Department of Electrical and Computer Engineering
University of Alberta
Edmonton, Alberta, Canada T6G 2V4
Email: marquez@ece.ualberta.ca

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CARÈRES CARRIÈRES

fuel cells, hydrogen storage and building energy simulation. Research in other areas that support green and alternative fuels and energy sources, advanced energy conversion devices, energy conservation and management will also be considered. Applicants must have excellent communication skills, and hold a PhD in Mechanical Engineering or a closely related discipline with relevant experience, potential or proven ability for excellence in teaching and research. Outlets will include teaching of undergraduate and graduate courses in a Cooperative Education Program, providing supervision of undergraduate student research, and undertaking an active research program. Applicants should send their full curriculum vitae, a concise research and teaching vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Email: mecheng@uwaterloo.ca. Applications will be accepted until the available candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license in the Province of Ontario within five years. The salary will be commensurate with qualifications and experience. Inquiries, for information or an immigration policy, Canadian citizens and landed immigrants who meet the qualifications will be given priority for appointment. Information about this Faculty and Department can be found at www.eng.uwaterloo.ca and www.mme.uwaterloo.ca. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples and persons with disabilities.

■ **MUSIC** – University of Western Ontario. The Department of Music Performance Studies, Don Wright Faculty of Music, The University of Western Ontario invites applications for a Probationary (tenure-track) position at the rank of Assistant Professor in Piano to begin July 1, 2009. Candidates must have established a professional career with the view to developing a piano studio at both the undergraduate and graduate levels, while maintaining a national profile as a performer in the solo and chamber ensemble genres. Doctoral or piano performance degrees. Teaching responsibilities will include undergraduate and graduate level instruction in piano studio, graduate supervision, and keyboard related curriculum such as piano pedagogy and keyboard literature. The successful candidate must be prepared to balance ongoing professional commitments with a strong profile in teaching, performance, research and committee work at the Don Wright Faculty of Music. Letters of application, comprehensive curriculum vitae, and a compact disc containing at least two recent performances should be sent to the following address: Three letters of reference indicating first-hand knowledge of the candidate's teaching should be forwarded under separate cover. Professor James McKay, Chair, Department of Music Performance Studies, Don Wright Faculty of Music, The University of Western Ontario, London, Ontario, Canada, N6A 3K7. Review of applications will begin February 1, 2009. Positions are subject to budget approval. Applicants should submit written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **NANOTECHNOLOGY ENGINEERING** – University of Waterloo. The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which is a new undergraduate degree program in NE (<http://www.nanotech.uwaterloo.ca>). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 340 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with primary emphasis in the areas of micro/nano instruments, nanofabrication, nanomechanics, nanofluidics and nanobiosystems (e.g., nanomedicine, biomaterials). Other areas, such as nanoelectronics (e.g., quantum structures, molecular electronics) and nanomaterials (e.g., nanocrystals, nano-engineered membranes) may also be considered. The successful candidates are expected to establish world-class, independent, externally funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement and a research strategy. They may also indicate the department(s) they wish to be affiliated with. Applications will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Officer, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario N2L 3G1, Canada. Email: hrn@uwaterloo.ca. Electronic submissions welcomed. With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the last 13 years in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to

apply; however, Canadian Citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal people and persons with disabilities. Candidates are expected to become eligible for Professional Engineering registration in Ontario.

■ **NURSING** – Cape Breton University, Cape Breton University invites applications for a tenure-track position in Nursing at the rank of Assistant Professor to commence July 2009. CSU offers a 4 year BScN degree program, providing graduates with a degree of 70 freshmen nursing studies each year. The preferred candidate(s) will have a PhD in Nursing, a Master's in Nursing, and teaching experience in an undergraduate nursing program, and a strong and current nursing practice focus. In addition to teaching, the successful candidate(s) will be required to regularly participate in clinical practice with groups of students in acute care settings, community nursing practice or in practice labs. The successful candidate(s) will demonstrate evidence of a developing research and publication record and an active involvement in professional affairs. The ability to work collaboratively with others is essential. Must be eligible for registration with the CRNS. Applicants are expected to demonstrate potential and commitment to ongoing teaching, research, and/or scholarly activities and service to Cape Breton University, community and profession. The union affiliation of this position is with the Cape Breton University Faculty Association. Qualified candidates should send to the Human Resources Department a letter of application, a letter of reference, a curriculum vitae (NURS0808), a complete dossier including curriculum vitae, copy of academic transcripts, a letter of recommendation, and a letter of teaching effectiveness; and complete contact information of three references (in-person or by email) to the Human Resources Department, Cape Breton University, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada, B1P 6L2. Email: humanresources@atlantic.ca. Website: www.cbu.ca. Applications must be received by 4:00 p.m. January 23, 2009. Email applicants will receive a return email confirming receipt. Cape Breton University is an equal opportunities/affirmative action employer.

■ **OPTOMETRY** – University of Waterloo. The University of Waterloo, School of Optometry is seeking a qualified optometrist with 10+ years experience for a full-time faculty position. The successful candidate will preferably have completed an accredited residency program in optometry, and will be initially appointed to the faculty rank of Clinical Lecturer. Preference will be given to candidates with additional clinical experience in a primary care and/or disease-management intensive environment. Responsibilities include intern supervision, didactic and clinical laboratory teaching, and direct patient care. Successful completion of the Canadian Examiners in Optometry's (COP) examination is required but is not essential. A strong interest in clinical education and patient care is essential. Applications would be accepted until the position is filled. 2009 or sooner. Salary is negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent to: Dr. Thomas Fredeen, Director, School of Optometry, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Evaluation of candidates continue until the position is filled. www.optometry.uwaterloo.ca. All qualified individuals are encouraged to apply, including women, members of visible minorities, native peoples, and persons with disabilities; however, Canadian citizens and permanent residents will be given priority.

■ **PHARMACOLOGY ET THÉRAPEUTIQUES** – Université McGill. Le département de pharmacologie et thérapeutiques de l'Université McGill est à la recherche d'un candidat pour combler une position d'assistant de recherche qui contribuera à l'étude des mécanismes des signaux de la cellule et de la supermilia TGbeta dans l'hyperphagie. La recherche concernera principalement les aspects moléculaires et cellulaires de la régulation par l'activité de la transcription de la sous-unité beta des récepteurs de l'insuline et de la cascade de signalisation. Le candidat doit avoir un M.O. ou un doctorat dans un domaine relié aux sciences biologiques et/ou un minimum de 5 années d'expérience après l'obtention de son diplôme. Le ou la candidate(s) devra également avoir une connaissance approfondie des mécanismes de transduction du signal intracellulaire suite à une liaison ligand/récepteur, incluant une expérience pertinente des techniques suivantes: mesure d'expression de gènes rapporteurs; PCR quantitatif en temps réel; purification de protéines; DARN et ADAM-médiateur d'interaction; interférence ARN; mutagenèse dirigée; techniques d'ADN recombinaison; western blot; retrait sur gel (EM-SAT); immunoprécipitation de co-immunoprécipitation (Co-IP); purification d'ADN par affinité; culture de cellules de mammifères primaires et transformations (incluant transfection, développement de lignées cellulaires et de clones). Le ou la candidat(s) chois(e) de la recherche pourra se consacrer à l'entrepreneuriat de leur plan de recherche et de leur projet de laboratoire. Le contrat initial d'une durée d'un an pourra être renouvelé selon la performance des fonds du superviseur et la performance de l'individu. Les personnes intéressées sont priées de soumettre leur curriculum vitae, une description détaillée de leur plan de recherche et de leur projet de laboratoire ainsi que les noms de trois référents à l'adresse suivante: Dr. Daniel Bernier, professeur agrégé, département de pharmacologie et thérapeutiques, Université McGill, 3655 Promenade St. William-Ouellet, Montréal, QC H3T 3J4. Email: bernier.daniel@mcgill.ca. Nous pourrions avoir la visite le 15 novembre 2008. L'Université McGill soutient la recherche en matière d'emploi, d'immigration, les exigences canadiennes d'immigration, la priorité d'embauche sera donnée aux per-

sonnes ayant la citoyenneté canadienne ou le statut de résident permanent.

■ **PHARMACOLOGY & THERAPEUTICS** – McGill University. The Department of Pharmacology and Therapeutics at McGill University invites applications for a Research Associate position to contribute to investigations of beta1-adrenergic receptor-mediated mechanisms controlling cell-mediated and actin-regulated folate-stimulating homeostatic nutrient transduction. Candidates must have an M.O. or PhD in a biological sciences related field and must have earned their degree 5 or more years ago. Candidates must have expertise in ligand/receptor-mediated intracellular signalling mechanisms, including specific experience with the following experimental approaches/techniques: promoter-reporter assays, quantitative PCR, RNA, DNA, and protein purification; RNA interference methodologies; site-directed mutagenesis; recombinant DNA techniques; western blotting; electrophoresis; mobility shift assays; chromatin immunoprecipitation; DNA affinity purification; mammalian primary and transformed cell cultures (including transfection); in vitro and intact cell assay development. The successful candidate will be expected to conduct independent research and will be required to initiate a successful scholarly career as evidenced by publications and presentations. In addition, the candidate will be expected to supervise and direct undergraduate/graduate student research in the lab. Renewal of the initial one-year appointment will be contingent on satisfactory performance of the individual. Interested candidates should send their CV, a detailed description of past research accomplishments and future plans, as well as names of three references to: Dr. David Bernier, Associate Professor, Department of Pharmacology and Therapeutics, McGill University, 3655 Promenade St. William-Ouellet, Montréal, QC H3T 3J4. Applications will be accepted until November 15, 2008. McGill University is committed to equity in employment. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

■ **PHILOSOPHY** – The University of Waterloo. Centre for Knowledge Integration, Faculty of Environment, invites applications for a tenure track position at the rank of Assistant Professor. Area of scholarship is open, but a commitment to interdisciplinary undergraduate education is expected. Applicants are expected to have a completed PhD in Philosophy by the time the appointment commences, some teaching experience and a strong record of scholarship. The position will commence no later than September 1, 2009. The successful candidate will be offered a tenure track position in the Department of Philosophy. Outlets include undergraduate teaching in the new graduate degree program in knowledge integration, graduate teaching and graduate supervision in association with the Department of Philosophy. The closing date for applications is November 20, 2008. Candidates for Assistant Professor should send a curriculum vitae, three confidential letters of recommendation and a writing sample to: Professor Ed Jemigan, Director, Centre for Knowledge Integration, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1. (Fax: 519 746-3097). The

Centre for Knowledge Integration is a new unit of the Faculty of Environment created to operate a new interdisciplinary undergraduate program in knowledge integration. The Bachelor of Knowledge Integration (BKI). See www.uwaterloo.ca/bki. For further enquiries, call 519-888-4544 or email: jemigan@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ **PHILOSOPHY** – University of Western Ontario. The University of Western Ontario, Ontario, Canada. The Department of Philosophy invites applications for one probationary (tenure-track) faculty position at the rank of Assistant Professor to begin July 1, 2009. AOS: Philosophy of Mind or Philosophy of Language. AOS: Epistemology. Candidates are required to hold a PhD at the time of appointment. Applicants should show promise of research excellence, as well as

having experience in, and enthusiasm for, teaching. Please send CV, teaching dossier, writing sample, and three letters of reference to: Professor Samantha Brennan, Chair, Department of Philosophy, Talbot College, The University of Western Ontario, London, Ontario, Canada, N6A 3K7. Fax: 519-661-3922. Applications must be received by November 17, 2008. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **PHILOSOPHY (MIND)** – University of Waterloo. The University of Waterloo Department of Philosophy invites applications for a tenure track position at the rank of Assistant Professor. AOS should include Philosophy of Mind. Applicants are expected to

have a completed PhD in Philosophy by the time the appointment commences. The position will commence on September 1, 2009. Outlets include undergraduate teaching, graduate teaching and graduate supervision. The teaching load in the Philosophy Department is 2/2. The closing date for applications is November 14, 2008. Candidates should send a curriculum vitae, three confidential letters of recommendation, and a writing sample to: Professor Tim Kenyon, Chair, Department of Philosophy, University of Waterloo, 200 University Avenue, W. Waterloo, Ontario, N2L 3G1. (Fax: 519 746-3097). All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds. For further enquiries, call 519-888-4567, Ext. 3245 (email: ekenyon@uwaterloo.ca).

Hope Chair in Peace and Health

McMaster University's Faculty of Humanities invites applications for a tenure-track/tenure appointment from scholars of international reputation for the position of the endowed Hope Chair in Peace and Health.

McMaster University is a research-intensive university with a long standing reputation as Canada's most innovative university. The HOPE Chair will be a key member of the Centre for Peace Studies and is expected to make a significant contribution to the research and education mission of the Centre. The major focus will be on developing expertise at McMaster on the relationship between war/peace and health, including: the health impacts of war, the role of political, economic and cultural factors in war/peace interactions; and the impacts of health initiatives on conflict and peace building. Experience with national and international organizations will be an advantage.

We seek a candidate who holds a PhD or equivalent and has an outstanding record of teaching and research accomplishments as well as demonstrated leadership within at least one of the four main themes of the Centre: Peace through Health; Human Rights; Peace Education, and Peace Activism/Advocacy. The successful candidate will have opportunities for collaboration with other Institutes connected with Peace Studies including the Population Health Research Institute and the Institute for Globalization and the Human Condition. The candidate must have strong leadership skills, participate in University and Department related service while maintaining a vigorous research program. The proposed start date for the appointment, subject to negotiation, will be July 1, 2009, with rank and salary to be determined by experience and qualifications.

All applications shall include a curriculum vitae, a detailed statement of interest, and letters from three referees addressed to:

HOPE Chair Selection Committee,
c/o the Dean, Faculty of Humanities
McMaster University
1280 Main Street West, Hamilton, ON
Canada L8S 4K1

All application materials should be received on or before November 15, 2008.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity in its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal people, members of sexual minorities, and persons with disabilities.

www.careers.uwaterloo.ca



Tenure Track Faculty Positions, Chemical and Materials Engineering

The Department of Chemical & Materials Engineering is inviting applications for multiple tenure track faculty positions at all ranks.

Faculty Positions – All Ranks

The successful candidates are expected to establish productive research programs in one or more of the following areas: Thermodynamics, Computational Fluid Dynamics and Transport Phenomena, Separation Processes and Reactive/Catalytic Distillation, and Polymer Engineering. (Please quote A10016127 as the competition number in your application.)

Materials Engineering Faculty Positions – All Ranks

The successful candidates are expected to establish productive research programs in one or more of the following areas: Thermodynamics and Phase Transitions, Ceramics, Metal Composites, Polymeric Materials, Biomaterials and Functional Materials. (Please quote A10016128 as the competition number in your application.)

We are particularly interested in researchers with demonstrated interest in developing research programs in support of our efforts in energy and natural resources and biomedical engineering. Candidates must have the ability to conduct both independent and cooperative research, develop viable and productive research programs, and to teach both undergraduate and graduate courses in chemical and / or materials engineering. The successful candidate will be joining a vibrant, multi-disciplinary community of researchers on the University of Alberta campus.

Candidates must either hold a PhD in Chemical and/or Materials Engineering, or related field, or expect to receive one

shortly after taking up their appointment. The recruited individuals are expected to develop collaborative efforts with groups in the strategic research areas of: energy and natural resources, biomedical engineering, catalysis and reactor engineering, fuel cells, surface and interfacial sciences. The existing infrastructure to support this research is outstanding, including the Alberta Centre for Surface Engineering and Science, the Nanofab and Nano Tools Facilities in the Faculty of Engineering, and the facilities at the National Institute for Nanotechnology (NINT), our departmental high performance computing centre, the WestGrid computing facility, and the exceptional research facilities available in the Faculty of Medicine and Dentistry. Faculty members also have the opportunity to develop strong collaborations with industrial and governmental research labs and with operating companies in Alberta.

For information about our department, please consult our website at: <http://www.engineering.ualberta.ca/cm/>. For more information or apply online visit: <http://www.careers.ualberta.ca/Academic/Categories.aspx>. A curriculum vitae, the names of three confidential references, a statement of teaching interests and philosophy, and a statement of current research interests and plans for future research should be sent by December 31, 2008.

Interested applicants may apply to:

Dr. J. F. Forbes

Department of Chemical and Materials Engineering

University of Alberta

Edmonton, Alberta, Canada T6G 2G6

Email: cmr.chair@ualberta.ca

The position will be available in 2009. Subsequent applications will be considered until the positions are filled

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CARÈRES

Geotology can be found at <http://www.ats.uwaterloo.ca>. The program encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority.

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■ SOCIAL INNOVATION – University of Waterloo. The University of Waterloo's new Initiative in Social Innovation is seeking one new tenure track faculty member (level open) to start January 2009/September 2009. Social Innovation Generation (SIG) is a new initiative funded by the J.W. McConnell Family Foundation that is designed to address the role of knowledge production and integration in building capacity of broad system change in Canada. The right candidate will have a PhD in Management, Engineering or Applied Social Science and a strong research background, with particular emphasis on innovation in complex systems. Other related research interests include: organizational technical innovation, institutional entrepreneurship, resilience, transformational leadership, social networks, organizational design, organizational behaviour, collaborative management, complex theory, and/or for whole system change. The ideal candidates will be interested in being part of problem solving teams, comfortable working in an interdisciplinary research and teaching context and interested in supporting applied projects. Particular evidence of interest in knowledge application and willingness to be involved in change initiatives nationally and in the community will also be considered. The new faculty member will work with the new McConnell Chair in Social Innovation and a team of six graduate students and other associated and full time faculty. They will collaborate with researchers on campus in cross disciplinary centres as the Centre for Science, Technology and Society, Centre for Sustainable Development, Centre for Knowledge Integration and the Centre for International Governance Innovation. They will help to lead a research group and undergraduate curriculum in social innovation and transformational leadership at the University of Waterloo. Research applications will begin on October 15, 2008 and will continue until the position is filled. Send curriculum vitae and arrange for three letters of reference to: Dr. John R. Brinkmann, Social Innovation Generation, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Waterloo is an equal opportunity employer. Applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities, are encouraged to apply.

■ SOCIAL WORK – University of Windsor. The University of Windsor invites applications for four tenure-track faculty positions in the School of Social Work. The proposed start date is July 1, 2009 with appointment at the rank of Assistant Professor. Applicants should hold a doctorate degree in Social Work by the date of appointment. However, candidates who are ABD will be considered. For a detailed position description, visit the website at <http://www.uwindsor.ca/facultypositions>. Contact: Dr. G. Brent Anglin, Director, School of Social Work, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9S 3B3. Phone: (519) 253-3000, ext. 3067; Fax: (519) 973-7030. Email: anglin@u Windsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Driscoll, Director, Faculty Recruitment at 877-655-6505 (toll free within North America), collect outside of North America at 519-253-3452 or Email: recru@u Windsor.ca.

■ SOCIOLOGY – Brock University. The Department of Sociology invites applications for a nine month limited term position for the fall of 2008 and winter of 2009 at the level of assistant professor in the area of quantitative methods. The successful candidate will have a demonstrable ability to teach both graduate and undergraduate courses in a broad range of quantitative approaches. Knowledge in one of the areas complementary to the Department's strengths in communication and the media, family and domestic violence, or health and wellness would be an asset. Preference will be given to a candidate with a PhD. However applicants who are ABD will be considered as well. The start date of the position is August 1, 2008. The deadline for application is June 1st, 2008 or until the position is filled. All qualified candidates are encouraged to apply. Candidates and permanent residents of Canada will be given priority. Applicants should indicate current citizenship status. The University of Brock Brunswick is committed to the principle of employment equity. Applicants must provide a covering letter, curriculum vitae including a list of publications and three letters of reference to: Dr. Lawrence Wisniewski, Chair, Department of Sociology, University of Brock Brunswick, PO Box 5260, St. Catharines, ON L2S 3A1. Phone: 506-453-4849; Fax: 506-453-4859; Email: wisniewski@brocku.ca.

■ SOCIOLOGY – Brock University. The Department of Sociology at Brock University invites applications for a probationary tenure track position at the rank of Assistant Professor, effective July 1, 2009, subject to final budgetary approval. The successful candidate will have a research expertise in a PhD in Sociology or related discipline, evidence of successful undergraduate teaching, and an independent research program in criminological, environmental justice, animal exploitation in economic systems, interlocking racial and ethnic oppression, and cultural politics of animals. Ability to teach research design, methods and/or theory from a criminological perspective is an asset. Applicants should submit by January 15, 2009, a letter of application, accompanied by a curriculum vitae, selected reprints of published work, and three letters of reference to: Dr. June Connor, Chair, Department of Sociology, Brock University, St. Catharines, Ontario L2S 3A1. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority to diversity and the principles of Employment Equity and Inclusion. Applications from all qualified women, members of visible minorities, and persons with disabilities are encouraged to apply.

people with disabilities are especially encouraged to apply and may choose to identify themselves as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at <http://www.brocku.ca/~womensimg/images/selfidentification.doc> and include the completed form with their application. More information on Brock University can be found at <http://www.brocku.ca> and on our department at <http://www.brocku.ca/~sociology>.

■ SOCIOLOGY – McMaster University. The Department of Sociology at McMaster University invites applications for a full-time, tenure track Assistant Professor position in the area of Sociology of Education commencing July 1, 2009. A PhD in Sociology is required. Those applicants who have all of the requirements for the PhD in Sociology completed by April 1, 2009 will also be considered. The successful candidate will be expected to teach and establish a research programme in sociology of education, publish in peer reviewed outlets, and compete successfully for external funding. The ability to teach social statistics at undergraduate and graduate levels will also be required. The Department of Sociology is a research-oriented department with an active graduate programme leading to the degrees of MA and PhD. Please send your information about the department can be found at <http://www.socsci.mcmaster.ca> and the candidate will also be given the opportunity to become a core member of the Oxford Centre for Child Studies, an internationally renowned and interdisciplinary research team composed of McMaster scholars from the Faculties of Social Sciences, Health Sciences, and Science. The Centre is dedicated to finding the factors that promote healthy child development, including competence at school. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be considered first for this position. McMaster University is an equal opportunity employer. Employment equity within its community, and to recruiting a diverse faculty staff. The University of Ontario encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of visible minorities, and persons with disabilities. In the spirit of the Ontario Research Chairs program, preference will be given to candidates currently holding a research chair in a university in Ontario. The closing date for applications is November 7, 2008. A complete application, including a curriculum vitae, a representative sample of academic writing, and three letters of reference should be received by this date at the attention of: Dr. William Shaff, Acting Chair, Department of Sociology, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4M4.

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■ THEATRE – University of Ottawa. The Department of Theatre of the Faculty of Arts of the University of Ottawa invites applications for a tenure-track position at the Assistant Professor level to commence July 1, 2009. The successful candidate will be responsible for teaching and research in the field of the history of the theatre in the heart of the National Capital which is home to a wealth of artistic institutions and is ideally situated between Montreal and Toronto. The Department of Theatre is a multidisciplinary program with an exciting MA program in Quebec and a new MA in Theatre, in the area of theatre and dramatic arts, will be inaugurated in September 2008. At the undergraduate level the Department offers a MA in a major concentration in Theatre and an Honours Specialist in Theatre. Each of these programs is available in French and in English. Qualifications: a PhD in Theatre, with specialization in Theatre and Drama, and additional experience in English Canadian theatre; a profound knowledge of theatre theory; an excellent command of French and English; and a demonstrated ability to teach at a variety of levels is expected. The University of Ottawa is justly proud of its 150 year tradition of bilingualism. Through its Official Languages and Bilingualism Institute, the University provides training to its members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. The successful candidate will be able to contribute to the MA program and teach undergraduate courses in the areas outlined above. Salary is in accordance with the Collective Agreement. Applicants should send a detailed curriculum vitae, two samples of their scholarly writings, and arrange for three letters of reference to be sent directly to: The Chairperson, Department of Theatre, University of Ottawa, 135 St-Jérôme, Ottawa, ON K1N 6N5. The deadline for receipt of applications is December 1st, 2008. All qualified candidates, encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Ottawa is an equal opportunity employer. Applications from all qualified women, members of visible minorities, and persons with disabilities are encouraged to apply.

■ THEATRE – Université d'Ottawa. Le Département de théâtre de la Faculté des Arts de l'Université d'Ottawa annonce l'ouverture d'un poste régulier au rang de professeur adjoint et menant à la permanence. L'annonce de l'ouverture est faite au 1er juillet 2009. Pour une plus ample description des programmes du Département de théâtre, veuillez consulter <http://www.theatre.uottawa.ca/facultyprogrammes.html>. L'Université d'Ottawa est établie au cœur de la région de la Capitale nationale, une région où la culture et le patrimoine d'institutions culturelles d'envergure nationale et où est stratégiquement située une des plus importantes institutions de théâtre au Canada. Le Département de théâtre connaît actuellement une période de croissance sans précédent, ayant lancé depuis l'automne 2007 un nouveau programme de conservatoire en mise en scène au deuxième cycle (MPT) et inauguré en septembre 2008 un nouveau programme de maîtrise (MA) en théâtre et en dramaturgie. Au premier cycle, le Département offre une mineure, une majeure concentrée et un programme spécialisé approfondi en théâtre en français et en anglais. Qualifications requises: doctorat en théâtre; expérience de l'enseignement universitaire à divers niveaux; connaissance

approfondie des principes théoriques de la mise en scène; maîtrise et/ou bilinguisme des langues de l'histoire du théâtre, avec une spécialisation en théâtre canadien-anglais; des compétences de la pratique théâtrale; dossier de publications pertinentes. L'Université d'Ottawa est fière, et, de surcroît, de sa tradition bilingue vivante de plus de 150 ans. Par l'intermédiaire de l'Institut des langues secondes, l'Université offre aux membres à la fois cours pour parfaire leurs connaissances de leur seconde langue officielle. Au moment de leur permanence, les professeurs sont tenus de s'exprimer en français dans un milieu bilingue. Le et la candidate (requis) dirigera des maîtres et/ou enseignera des cours au premier cycle. La candidature doit faire paraître pour leur curriculum vitae détaillé, deux exemplaires des principales publications, ainsi que trois lettres de recommandation confidentielles envoyées sous pli séparé à: La directrice, Département de théâtre, Université d'Ottawa, 135 rue St-Jérôme, Ottawa, Ontario, K1N 6N5. La date limite du dépôt des candidatures est le 1er décembre 2008. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, la préférence sera accordée aux citoyens canadiens et aux membres permanents. L'Université d'Ottawa soutient l'équité d'emploi et elle encourage les femmes et les personnes à faible visibilité. Les personnes handicapées sont encouragées à postuler.

■ THEATRE – University of British Columbia. The Department of Theatre and Film of the University of British Columbia invites applications for a tenure-track Assistant Professor or Theatre Studies. The Department seeks a scholar who can contribute broadly to the undergraduate and graduate programs in Theatre Studies. The successful candidate will be expected to teach at the undergraduate and graduate levels. The successful candidate will teach introductory and advanced undergraduate courses in theatre history and theory, and graduate courses in his or her specialization, supervise MA and PhD theses, and contribute to curricular development. She or he will be expected to maintain an active program of research, teaching, and service. The Department of Theatre and Film at UBC maintains an international reputation for excellence with 16 full-time faculty and numerous part-time faculty and guest artists, and is a significant centre for research, creation and production. Opportunities for multi-disciplinary collaboration are abundant with scholars in other departments in the Department and across the campus. For more information on the Theatre Program at the University of British Columbia, go to <http://www.theatre.ubc.ca>. The position is subject to budgetary approval. Salary will be commensurate with qualifications and experience. The start date is 1 July 2009. Applicants must include an application letter, CV, a sample of their scholarly work, and evidence of teaching effectiveness (from three referees under separate cover). Application materials must be received no later than 5 December 2008 and should be addressed to: Professor Jerry Wasserstein, Chair, Search Committee for Theatre Studies, Department of Theatre and Film, University of British Columbia, 6354 Crescent Road, Vancouver, BC, Canada V6T 1Z2. The University of British Columbia is an equal opportunity employer and encourages all qualified persons to apply. However, Canadian and permanent residents of Canada will be given priority. Applicants may elect to identify their citizenship and immigration status in Canada.

W

■ WOMEN & GENDER STUDIES/AFRICAN STUDIES – University of Toronto. The Women and Gender Studies Institute (WGS) and the Program in African Studies at New College, Faculty of Arts and Science, University of Toronto, invite applications for a tenure-stream position at the rank of Assistant Professor, to begin July 1, 2009. The successful candidate will have a PhD in a relevant field, a demonstrated research and teaching experience in feminist studies with a focus on Africa. We especially encourage applications from scholars in any discipline who will enhance WGS's strengths in transnational feminist studies and the existing African Studies Program at New College. We would welcome expertise in the following areas, but not limited to: postcolonial studies or literature; cultural production and media; migration and diaspora; economics, geography, and the politics of the region. The successful candidate will have a PhD completed or near completion in Women and Gender Studies, African Studies, or any relevant area, demonstrated potential for research and teaching, and a demonstrated ability to teach undergraduate courses. We anticipate a teaching load equivalent to two full-time courses. The majority of the teaching and administrative responsibilities will lie in WGS (70%), with one half course and light administrative responsibilities in the African Studies program (30%). Salary will be commensurate with qualifications and experience. Additional information on the Institute and College can be obtained from <http://www.utoronto.ca/wgs/> and <http://www.newcollege.utoronto.ca/>. Applications will be accepted online until November 1st, 2008. We encourage you to submit your application online at <http://www.jobs.utoronto.ca>. See 800027 for more information. You should include a covering letter with a curriculum vitae, a writing sample, an outline of your research program, and a teaching portfolio including evaluations. Please arrange for three letters of reference to be sent directly by the referees to the mailing address below. If you are unable to apply online (or alternatively have large documents to send), please submit your application and other materials to: Professor Boris McIncheyn, Director, Women and Gender Studies Institute, New College, 40 Wilketts Street, University of Toronto, Toronto, Ontario, M5S 1C6, Canada. The University of

Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal people, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of life. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority.

■ WOMEN'S STUDIES – University of Waterloo. The Women's Studies Program, Faculty of Arts, at the University of Waterloo invites applications for an appointment at the rank of Assistant Professor to be held jointly in Women's Studies and Sociology in exceptional circumstances, a higher rank may be considered. The start date for this position will be July 1, 2009. The appointee will be made jointly between the Women's Studies Program and the Department of Sociology with principal responsibilities to support research and teaching in the areas of women's studies, legal studies and criminology. The successful candidate will be a strong feminist scholar with a core interest in women and criminal justice. A clear emphasis on a program of research and experience in teaching feminist and interdisciplinary approaches to Women's Studies will be expected. The appointee will be expected to have demonstrated excellence in teaching, research, and scholarship. More specifically, candidates should be proficient in research and teaching in one or more of the following areas: feminist theories and methodologies; critical criminology; research methods from a criminological perspective; sexuality and the law; women and the law; and social inequality. Candidates will also demonstrate the ability to teach some of the required courses in Women's Studies and the ability to teach at the graduate level. A completed doctorate in one or more of Women's Studies, Sociology or Criminology is required along with strong evidence of research and teaching promise and likelihood of success in external grants competitions. Interested persons are invited to view the program's website at <http://www.womensstudies.uwaterloo.ca>, <http://www.sociology.uwaterloo.ca>, and the Faculty of Arts at the University of Waterloo is well known for excellence in undergraduate and graduate instruction. It is committed to innovation, and supports knowledge mobilization in the social sciences and humanities. Arts is in a period of significant faculty growth and expansion in graduate activity. The University of Waterloo is a research-intensive public institution, with the largest and most successful cooperative education program in North America. Highly rated by the national rankings of Maclean's, the University is located in a mid-sized city in the heart of Canada's Technology Triangle, one hour from Toronto, fifty minutes from Pearson International Airport. The University seeks to hire individuals who have demonstrated excellence in teaching, research, and scholarship, and especially those who have well-established research programs. The suc-

cessful applicant will be expected to have a continuing research program and to seek external research funding. New faculty are eligible for internal funding in support of research and scholarly activities. Applicants should submit a letter of application, an example of their published research, and a current CV, and arrange for three confidential letters of reference to be forwarded to: Dr. Alissa Macyszynski, Director, Women's Studies Program, University of Waterloo, 200 University Ave. W., Waterloo, ON, N2L 3G1, Canada. Applications will be accepted until the position is filled. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. For more information about the University of Waterloo, please visit our website at <http://www.uwaterloo.ca>.

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UNIVERSITY OF SASKATCHEWAN COLLEGE OF NURSING

Faculty Positions College of Nursing

To meet the dynamic and exciting growth of our nursing programs, tenure-track and limited-term faculty positions are available at our Saskatoon, Regina, and Prince Albert campuses. We are seeking professional, dedicated, and team-oriented faculty.

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Deadline for initial review of applications is November 14, 2008, however, applications will continue to be accepted until the positions are filled.

To apply, please send your curriculum vitae, a letter of introduction and three references in confidence.

All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Saskatchewan is committed to the principles of employment equity and encourages applications from all qualified women and men including Aboriginal people, persons with disabilities, and members of visible minorities.



McGill Assistant Professor in Art History Department of Art History & Communication Studies

The Department of Art History and Communication Studies at McGill University invites applications for a full-time, tenure-track position in Art History with specialization in Early Modern (before 1600)/Renaissance or Medieval art and visual culture, beginning in August 2009. Although the appointment is expected to be made at the Assistant Professor level, applications from more advanced candidates are also invited. The specialization is open to all geographical locations and media.

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research and teaching, writing samples, course syllabi and evaluations, curriculum vitae and two confidential letters of recommendation. Deadline **October 31, 2008**. Visit <http://www.mcgill.ca/dahs> for more information about the department and its programs.

Please address paper applications to: Art History Search Professor Jonathan Stems, Chair Department of Art History and Communication Studies McGill University, 353 Sherbrooke St. W. Montreal, Quebec, Canada H3A 2T6

Electronic applications will not be accepted.

McGill University is committed to equity in employment and diversity. It welcomes applications from all qualified individuals, including women, members of visible minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

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The book concludes with a discussion about why preserving academic integrity — despite the clamorous voices of the forces threatening it — is so vital to public interest.

Contributors include:

Brian Alters	Brenda Gallie	Kevin Mattson
Gary Bauslaugh	Donald Gutstein	Arthur Schafer
Mary Burgan	Marcus Harvey	Blair Stonechild
Joanna Cohen	David Healy	Jon Thompson
Rosemary Deem	Michael Higgins	Pat Walden
Shadia Drury	Sheldon Krinsky	

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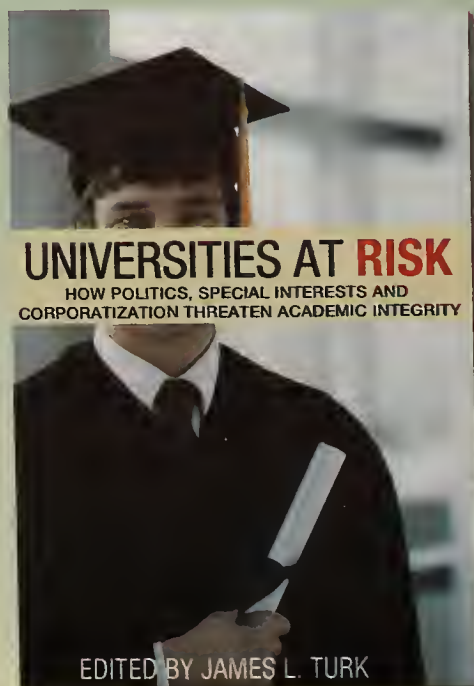
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DISTINGUISHED ACADEMIC AWARD
2008



The Interdisciplinary Intellectual and Public Policy Research

JOHN LOXLEY, FRSC
PROFESSOR OF ECONOMICS / UNIVERSITY OF MANITOBA

AWARD ACCEPTANCE ADDRESS



John Loxley received his PhD in economics from the University of Leeds, UK. He was a Lecturer in the Economics Department, Makerere University, Uganda, 1966–67, before becoming the Resident Economist of the then recently nationalized banking system of Tanzania, 1967–69. From 1969 to 1972 he was a Senior Lecturer in the Department of Economics, University of Dar es Salaam, Tanzania, where he helped set up the MA program. In 1972, as Director, he established the Institute of Finance Management, Dar es Salaam. From 1975 to 1977 he was Secretary (Deputy Minister) of the Resource and Economic Development Sub-Committee of Cabinet, Government of Manitoba, as well as Chairman of the Board of Directors of two crown corporations, the Communities Economic Development Fund and Channel Area Loggers, Ltd. He joined the University of Manitoba in 1977 and is currently Professor of Economics and Research Co-ordinator, Global Political Economy Program. He specializes in International Money and Finance, International Development and Community Economic Development and has published extensively in these areas. He was Head of the Economics Department from 1984 to 1997.

He has chaired the board of SEED Winnipeg, a micro financing and community economic development agency working mainly in the inner-city of Winnipeg. He works closely with several Aboriginal organizations, in particular with the First Nations Child and Family Caring Society (Ottawa) on the funding of child welfare and with Ogjiita Pimatiswin Kinamatwin, of Winnipeg, on economic development. He was Chair of the Board of the North-South Institute, Ottawa and is currently the Chair of the Finance Committee of the Executive Board of the African Capacity Building Foundation, an international organization based in Harare, Zimbabwe. He has served as an economic advisor to a number of governments in Africa and is currently an economic advisor to the Ministry of Finance, Manitoba, and Economic Consultant to the Credit Union Central, Manitoba. He has served as a member of the University of Manitoba Faculty Association's collective Bargaining Committee and has represented UMFA as bargainer and in other capacities. He is currently the Principal Investigator of a \$1 million SSHRC/CURA grant awarded the CCPA-Manitoba, the University of Manitoba and the University of Winnipeg, on Urban and Aboriginal Poverty.

He received the Joe Zuken Citizen Activist Award, Winnipeg, 2000, was elected Fellow, Royal Society of Canada, June, 2005 and in 2006 was appointed life-long member of the Canadian Centre for Policy Alternatives.

John Loxley's work in each of the domains of academic life: teaching, research and service to the institution and to the community has been honoured with a CAUT Distinguished Academic Award. This is a copy of his acceptance speech delivered during CAUT Council events in Ottawa, May 3, 2008.



The Interdisciplinary Intellectual and Public Policy Research

JOHN LOXLEY

I WISH TO THANK THE CAUT Council for this award. I am humbled by being honoured by this body for which I have the utmost respect. I also wish to thank those who sponsored my candidacy, Professor Brenda Austin-Smith and Professor Tom Booth of the University of Manitoba Faculty Association, both tireless workers for our members. I also wish to express my gratitude to my family and to my many colleagues in Winnipeg and elsewhere for their support over the years, without which I would not be privileged to be here to accept the award.

I WISH to begin by explaining some of the formative influences on my thinking and on the paths I have taken throughout my career.

I was one of twelve children, born into a poor but loving and supportive family. It was unusual for working class children to go to university and I was able to do so only because my education was entirely free. In fact, for the weeks spent at university, the living allowance I received was larger than my father's weekly wage to support the whole family. I learned to appreciate at a very young age, therefore, the importance of enlightened governments in the field of education and, ever since, I have been an advocate for free university tuition financed by a progressive tax system. More generally, my childhood experience persuades me that there is much that enlightened governments can do to alleviate poverty.

As a PhD student, I was fortunate enough to have as my supervisor the late Walter T. Newlyn. Walter took me under his wing and found funding for me to undertake my research in East Africa. He later moved to Uganda as Director of the East African Institute of Social and Economic Research and so I stayed on with him, and with his strong support took up my first teaching assignment there at Makerere University. Walter was a gentle, cultured man of great intellect and great sensitivity for the less advantaged. He had a powerful impact on my attitudes and values. From there I was fortunate enough to be asked to become the Chief Economist of the recently nationalized banking system

in Tanzania, a country which, at the time, under the guidance of the great humanist, Julius K. Nyerere, was attempting to build a socialist society. Much of what I have learned in life I owe to the opportunities given me in Tanzania, initially in the National Bank and thereafter in the University of Dar es Salaam and the Institute of Finance Management (IMF), which I helped establish. But without Walter Newlyn's help, it never would have happened.

It was in Tanzania that I had the privilege of working with so many gifted and committed individuals who, in different ways have shaped my outlook on academe and my views generally. It was in Tanzania that I began to move between the academic and the practical and policy fields in life, drawing freely from one to guide me in the other and, if anything has defined my work, I hope it has been an effort to use my academic expertise to try to make a difference in the world in which real people live and work.

It was in Tanzania that I was exposed to Paul Baran's seminal paper on 'The Commitment of the Intellectual', a paper that was much discussed and debated at that time, and one which has had a profound influence on my approach to life. Baran distinguishes between 'intellect workers' and 'intellectuals'. Both rely on mental effort to make their living, but the intellectual, as defined by Baran, sees the interconnections between different facets of our existence, economics, politics, culture, science and religion etc, 'as parts of the comprehensive totality of the historical process'. Also part of that process is the evolution of values and ethics, which do not float in a vacuum. The intellectual challenges the values underlying intellect work, makes his or her value judgments explicit and seeks to carry out rational enquiry wherever it might lead, regardless of personal consequences. The intellectual is, therefore, of necessity a social critic, a role which often brings that person into conflict with the powers that be, both within and outside the university.

Baran's vision of an intellectual has helped shape my views in at least two important ways: he helped persuade me of the importance of interdisciplinary analysis, teaching and research, and he reinforced my predilection to use my education to work, through research and service, for the improvement of the lives of the less fortunate, be they in Africa or Canada. There are major challenges in both of these areas and I would like to use this opportunity to bring them some of them to your attention.

The Interdisciplinary Challenge

WHILE being trained in the tools of orthodox economics, I was fortunate from the very beginning in being exposed to Political Economy approaches to the discipline, which are intrinsically interdisciplinary, demanding knowledge of history, politics, sociology and anthropology. Political Economy focuses on power or social class relations within the economy and less on isolated individuals and firms; it examines the structure and inherent instability of the system rather than assuming a tendency to equilibrium; it examines how

labour is reproduced and the gendered environment in which that takes place and it critically examines the important role played by the state.

At a national or global level, the Political Economy approach, while also being concerned with growth and stability, is equally preoccupied with their impact on income and wealth inequality, on regional and geographic imbalance, on gender equity, on race and on long-run sustainability. It is out of this tradition, therefore, that my interest in Development Economics, IMF and World Bank Structural Adjustment Programs and Community and Aboriginal Economic Development has evolved. And in these endeavours, I have been fortunate to have worked alongside economists of differing methodological and ideological persuasions who have been respectful of diversity. Moreover, I have benefited from collaborating with scholars from other disciplines who have enriched and expanded my analytical horizons. The Economics Departments in which I have worked, both in Africa and in Canada, have, until quite recently, both encouraged and supported this methodological and disciplinary pluralism. But there have always been challenges to this enlightenment.

To begin with, even as neo-liberalism is reaching the end of its credibility, the economics profession is taking a narrower and more limited view of what is and what is not acceptable. The legitimacy of Political Economy, Economic History, the History of Economic Thought and even, in some places, Development Economics, is being challenged. And within the narrowing orbit of what is acceptable in terms of subject, acceptable methodologies are also being narrowed down, with mathematical modelling and econometrics being almost a *sine qua non* of 'sound' scholarship. And this is happening at the same time as *heterodoxy* in Economics is thriving. This apparent paradox is explained to some degree by the fact that many contemporary challenges to the neo-classical orthodoxy still retain the individual as the focus of behaviour and accept power structures as a *datum* or, at best, trivialize them in relations that defy reality.

It is, therefore, a source of great sadness for me that my own department is currently being recast so fundamentally to mainstream respectability that the likelihood of our ever again hiring a Political Economist, a History of Thought economist or an Economic Historian who is not a narrow data miner has diminished considerably. And regrettably, the collegial, open minded, supportive environment that has been so essential to my own work is now under threat.

The pursuit of interdisciplinarity has never been an easy one anywhere in the world. In Tanzania in the 1970s, it was rejected by those who equated it with lowering the quality of education. In Canada, something of this view still prevails. In my own university it shows itself in graduate students pursuing an individual interdisciplinary degree not being eligible for funding from their primary department. Money for sessional lectures, teaching assistants and markers is allocated to departments and reserved for graduate students pursuing departmental degrees. Even where a student pursuing an interdisciplinary degree has a prior BA or MA from the department, they are ruled

ineligible for financial support. This reflects not only the acute shortage of graduate funding but also a deeply rooted antipathy to interdisciplinary as opposed to disciplinary research.

Formal interdisciplinary programs as such, fare little better, though their experience is mixed. They tend to be small with five to six academic staff at best, have trouble offering graduate programs and frequently complain about being under-resourced. Our successful undergraduate Global Political Economy program has no permanent staff, has a co-ordinator housed and made welcome in Sociology and enjoys solid decanal financial support for student research and visiting speakers. In Labour Studies, an interdisciplinary program initially established and supported by the Economics Department, the two permanent staff remain housed in Economics but are not allowed to participate fully in Council votes. Again, this is a recent reflection of disciplinary arrogance asserting itself where once there was collegiality. The broader problem is that no one is quite sure of the appropriate model on which to organize these programs in a way that makes them administratively and financially feasible.

A partial solution to the problem of creating a convivial environment for conducting interdisciplinary work has, for me, been through large, collaborative SSHRC/CURA grants. It has been my good fortune to be Principal Investigator of two research programs on community development funded this way in recent years, allowing me to work with researchers from other disciplines and other universities. The joint development of proposals focusing on poverty and how to overcome it, the joint management of the research agenda and the joint review of completed research have allowed me to appreciate what other disciplines have to offer in terms both of academic research and of policy formulation based on that research. The whole experience has been at once enlightening and enjoyable and SSHRC is to be commended for encouraging these types of collaborative efforts.

This SSHRC funded research has also provided for significant community involvement, requiring careful attention to research methodology. The object has been to work with the community to capture representative voices on issues of community development. Since the Aboriginal community has figured prominently in our work, this approach to community involvement has taken on an anti-colonial dimension, since all too often research is, unfortunately, something that is done *to* Aboriginal People as opposed to *with* them. This has entailed an Aboriginal presence on our Executive Committee overseeing the research, the hiring of community researchers and the use of a prominent Aboriginal film maker in the dissemination of our results. The research has underscored the complexity of viewpoints on poverty and economic development within the Aboriginal community and their evolution over time, which has been a central theme in my own work on community economic development. It has also captured the contribution of Aboriginal leaders, many of whom have been women, to various concrete accomplishments in building successful CED projects to combat poverty.

The Challenges and Responsibilities of Research and Service Being Policy Relevant

MUCH OF my research has attempted to influence policy and I believe this carries additional responsibilities for academics. I will attempt to illustrate this by reference to different aspects of my research and service over my career; an early interest in finance and development; many years studying and helping design economic reform programs; a long-term concern about Aboriginal poverty and marginalization and, more recently a return to financial issues with an examination of the commodification of public services through public-private partnerships, or PPPs and work on alternative budgets.

As a young man my concern was with helping design monetary institutions which were post-colonial, having as their rationale, not the outflow of capital to the colonial mother country or underwriting the extravagant lifestyles of the white privileged ruling class in the colony but, rather, the improvement in the lot of the previously colonized. In the Tanzanian context, a further problematic of institutional reform was the relevance of monetary and financial institutions in a socialist context. I can still recall the shock I had on hearing that proposals I had made as an academic for institutional reform had actually been implemented. Some old institutions were closed, new ones created, existing ones reformed, people's lives transformed. It was at that point that I realized that, if my views were actually going to be listened to, then I had the obligation to reflect very seriously on the desirability, practicality and efficacy of policy proposals before making them public. I have carried that lesson with me ever since in my determination that my research be policy relevant.

Thus, in my critique of IMF structural adjustment programs, the necessity for governments to address fundamental production, fiscal and foreign currency imbalances has never been questioned. A clear case in point is Zimbabwe where, in just a few short months, the largest currency note in circulation has risen from \$Z1,000 to \$Z50,000,000 as a result of hyper inflation driven by economic mismanagement. There are no magic, alchemic solutions to serious economic problems. They have to be tackled head on as they impose enormous burdens on ordinary workers and peasants. But there are alternative policy choices to those which tend to be made by the IMF in determining how even very serious economic problems are addressed. The choice of policy instruments, of who bears the burden of economic adjustment, the speed of adjustment if foreign assistance is available, and the phasing of different measures of adjustment are all important decisions that need not follow standard IMF approaches. Local ownership of reform programs is also vital if improvements are to persist. In the 1980s most of these points were considered anathema by the IMF. In the late 1990s and since, the same points have been made by internationally renowned economists and underscored

by costly IMF mistakes in Asia, Russia and Latin America with the result that the IMF has lost a lot of its influence, resources and credibility; but only after Africa and Latin America suffered a decade of negative per capita growth under IMF tutelage. Having a university base enables one to take positions critical of important institutions, but that freedom of expression carries additional responsibilities in that alternative policy prescriptions must be coherent and realistic.

I have always been struck by the similarities between problems facing developing countries and those being faced by the Aboriginal People of Canada. Land dispossession, the Indian Act, the attacks on culture and the reserve system, all have equivalents in colonial history in Africa and elsewhere. Average Aboriginal living standards are similar to those of middle income countries. Poverty is widespread; the levels of daily violence, children in care and incarceration are well above the average. The conditions of Aboriginal people are, indeed, Canada's disgrace. The colonial legacy is obvious; the solutions less so. I have been challenged to help find ways forward in a number of academic, advisory and policy positions I have held over the last thirty years. And there are some things we do know from research. It seems apparent that multi-dimensional problems will require multi-dimensional, or holistic solutions; that money spent on managing the problems of poverty would be better spent on prevention; and that there are many examples of programs that have been successful and of individuals and communities that have broken out of the bounds of poverty. But public policy has tended to shy away from incorporating these lessons and attempting to replicate success because of perceived financial constraints or lack of political commitment. There is often a good deal of controversy over proposed solutions too. Promoting the cause of policy reform to address Aboriginal poverty more systematically remains, therefore, a highly contentious activity for academics.

What is unambiguous is that research has also shown the centrality of education in the solutions to Aboriginal poverty and here, universities have a critical role to play. In my university, access programs in professional faculties have a long history and seem to be highly successful. General access programs have also performed well, but only a minority of Aboriginal students use them. Experts in the field argue that general access programs could be better funded but see the quality of high school graduates as a much bigger issue. Drop-out rates among Aboriginal university students remain high in first and second year university and one reason for this appears to be inadequate preparation at high school. This raises the issue of the possible need for a pre-university remedial education program and, in turn raises questions about who would fund it, where would it be housed and who would teach in it. These questions are not easily answered as recent solutions to similar problems encountered by foreign students have deeply divided my university.

As the Council of CAUT is aware, the decision by the administration at my university to award a five year contract to Navitas, through the Interna-

tional College of Manitoba, to recruit and teach overseas university students at pre-university and university 1 course level has been controversial for a number of reasons. The contract did not go through either the Board of Governors or the Senate. There appears to be no provision for academic oversight of courses, teachers or standards by the Senate, and the details of this for-profit agreement are confidential. Clearly, this would not make the ICM a model for accommodating pre-entry needs of Aboriginal students. But the Navitas/University of Manitoba agreement is interesting to me for other reasons. It is an example of a public-private partnership (PPP) and for the past decade or so I have been studying the theory and applicability of PPPs in Canada and around the world.

Declaring that 'The time for study is over; this is the time for action', the federal government recently made it a prerequisite of it signing infrastructure co-financing agreements with provinces that they consider PPP arrangements for all large infrastructure projects. Yet serious academic studies of PPP experience suggest that they uniformly cost more than public sector alternatives, rarely provide value for money, do not necessarily shift risk to the private sector as they are supposed to do, and do not reduce effective government debt as they often promise. In the light of this, the Navitas agreement raises many unanswered questions. For instance, was a public sector alternative to Navitas ever considered or costed out by the University of Manitoba? Is this a way of undermining the collective agreements which protect those who teach first year courses? How much is Navitas paying the University for using its premises? What safeguards are in the agreement to maintain academic standards and appropriate academic behaviour? Without public access to the legal agreement, it is not possible to answer these questions. But that is not unusual in PPP agreements as access to information is frequently barred by reference to the need for commercial secrecy. This secrecy is rarely justified when public money is being spent and, in a University setting is deeply disturbing. I commend CAUT for its efforts to address our concerns over Navitas and I raise the matter here because, regardless of what the federal government might claim, the academic debate about the wisdom of PPPs is far from over.

What drives administrators to enter into questionable arrangements with the private sector are real or perceived budgetary problems. I have always seen budgets not as mere financial statements, but as profoundly ideological and political statements. To paraphrase Julius Nyerere who was speaking about planning, 'to budget is to choose'. A critical examination of budgets involves, therefore, a critical examination of political choices made and put to numbers. My involvement in helping develop alternative budgets in Canada in the 1990s arose out of widespread dissatisfaction with budgetary choices being made at the federal and provincial levels, in particular. Those choices had a profound impact on people and institutions on the ground, and universities were not exempt from this. While there is a perfectly legitimate justification

for simply critiquing budget choices, developing an alternative budget helps put those critiques into a more disciplined, constructive framework, thus helping to head off the counter claim that the demands being made are unrealistic, unmanageable or fiscally irresponsible. This is, of course, highly political and contentious work since it involves challenging the political power behind the budgets, be it the federal government, the provincial government or the university administration. It helps, enormously, to have the protection of tenure, academic freedom and a strong collective agreement. Working from an academic base also makes it easier to work, collegially, with civil society organizations; women's groups, environmental groups, trade unions and anti-poverty groups, as one is perceived, rightly or wrongly, to have a high degree of independence and impartiality.

Linking my work on PPPs and on budgets, leads me to caution against universities building closer links to the private sector for budgetary reasons. The budgetary impact of PPPs is often quite negative as governments replace direct borrowing by paying for leases on assets purchased by the private sector at higher interest costs.

The Link to Teaching

BARAN'S vision of the intellectual has also helped shape my approach to teaching. I have always attempted to expose my students both to orthodox approaches to the discipline and to critical alternative approaches. Wherever possible, I have also attempted to suggest the practical and policy implications of theories being covered in class and this seems to appeal to many students. In recent years, much of my teaching has been at upper levels and has translated into supervising graduate theses. Teaching and supervision have been among the great joys of my life and I have had the privilege of working with some wonderful students and of watching them mature into successful academics or practitioners of economics. I have loved the cut and thrust of debate with those of a different mind set and must admit to learning as much from many students as I have been able to teach them. One of the priceless aspects of being a university professor is the joy of being constantly exposed to youthful inquiry and energy, to emerging ideas and social movements and to a genuine desire to put knowledge to good use in the world. Few other professions offer such opportunity and challenge; few others offer such reward in terms of seeing youth flourish and grow in confidence and sophistication.

Many of my students have begun their academic life as overseas students; many have completed it as Canadians and now contribute positively, professionally, culturally and socially, to the rich fabric of our nation. For many, it has not been an easy road. High differential foreign student fees, transportation and living costs make post-graduate studying in Canada an expensive proposition, especially for more mature students with families. Financial support is often lacking or restricted over time; opportunities to act as teaching or re-

search assistants, or as sessional lecturers, are limited. At the same time, with budget constraints, we could not offer our first and second year or summer courses, without foreign students. This interdependence is not always appreciated by administrators when they raise overseas student fees. Ideally, graduate students should enjoy much more bursary and scholarship support so that they can focus on their studies and more money should be forthcoming for year 1 and 2 courses to be taught by experienced faculty, but this would require higher levels of funding for universities or a reordering of internal university priorities or both.

IN ACCEPTING this award, I am mindful of the freedom I have enjoyed over the years to pursue the kind of research, teaching and service that I have chosen. In part, this was the outcome of a supportive university environment in which what I chose to do was valued. I have enjoyed, and would like to acknowledge, support from a number of enlightened Deans and other administrators within the University of Manitoba. I have also benefited from, and worked with, a strong faculty association which has, over the years, created space within which members can pursue their interests without fear of individual reprisals for taking unpopular stances. Indeed, the 1995 strike at the University of Manitoba was precisely over the issue of academic freedom and protecting the individual from arbitrary lay-off. CAUT was extremely supportive in this action and, consistently, has been a major source of assistance and guidance in our bid to create a healthy working environment. We know that faculty association activism does not always endear academics to university administrators, as Baran himself might have forecast; but without that activism and support for it by our associations, both local and national, we would not enjoy the degree of academic freedom that we enjoy today and our ability to pursue the ideal of the intellectual would be severely constrained.



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